Tenure & Promotion Processes at UD: Examining Patterns Among Women and URM Faculty

Among the cohort of faculty who were hired as Tenure-Track Assistant Professors in 2005-2007, a larger proportion of women (28%) have left UD by 2015 as compared to their male peers (13%).

This gender gap holds across STEM and SBS fields, but not the Arts & Humanities.

When considering the same cohort of faculty, URM men (Black, Hispanic, and Multi-Ethnic; N=8) are promoted and retained at roughly equal rates to non-URM (White & Asian) men.

URM women (N=7) are less likely to be promoted and retained (29%), while rates of attrition are high (57%).

Notes: URM faculty includes Black, Hispanic, and Multi-Ethnic; Source: UD IRE Diversity Data, 2015
When considering the same cohort of faculty, URM faculty (Black, Hispanic, and Multi-Ethnic) are less likely to be promoted to Full Professor than their peers (White and Asian).

None of the URM women in this group (N=4) were promoted to Full Professor by 2015 (i.e. after 8-12 years in rank).

URM men (N=8) are somewhat more successful, but still lag non-URM men in promotion to Full Professor.