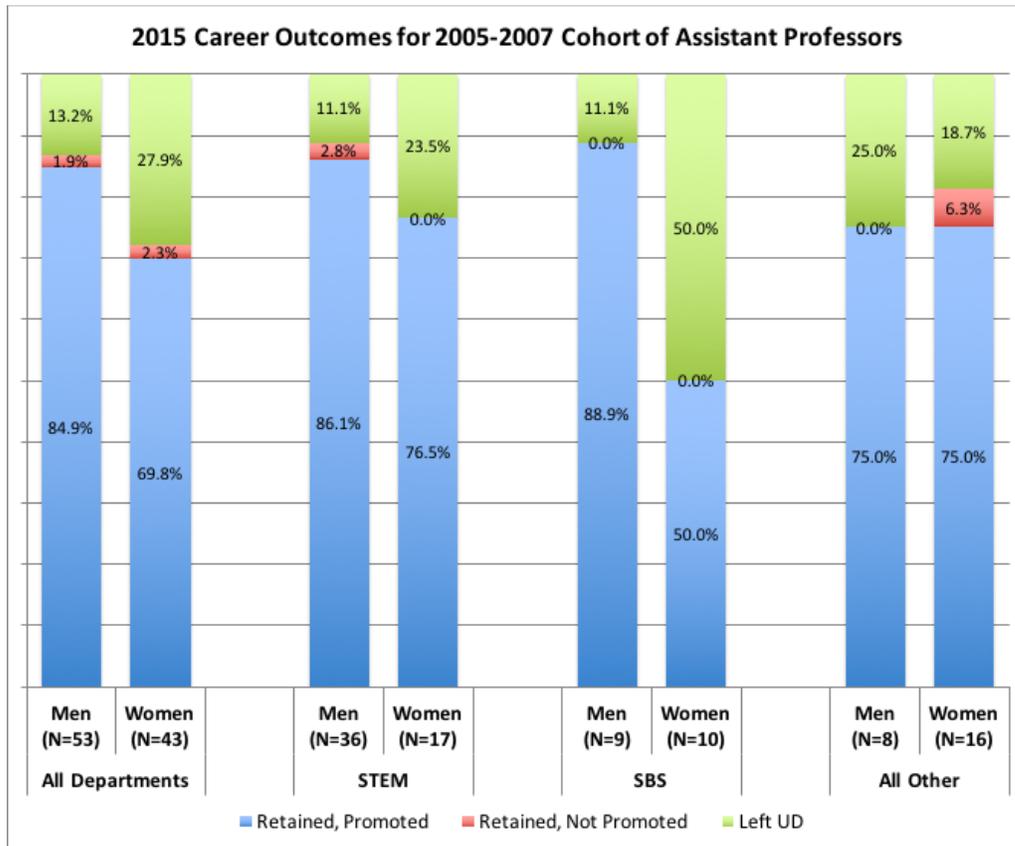
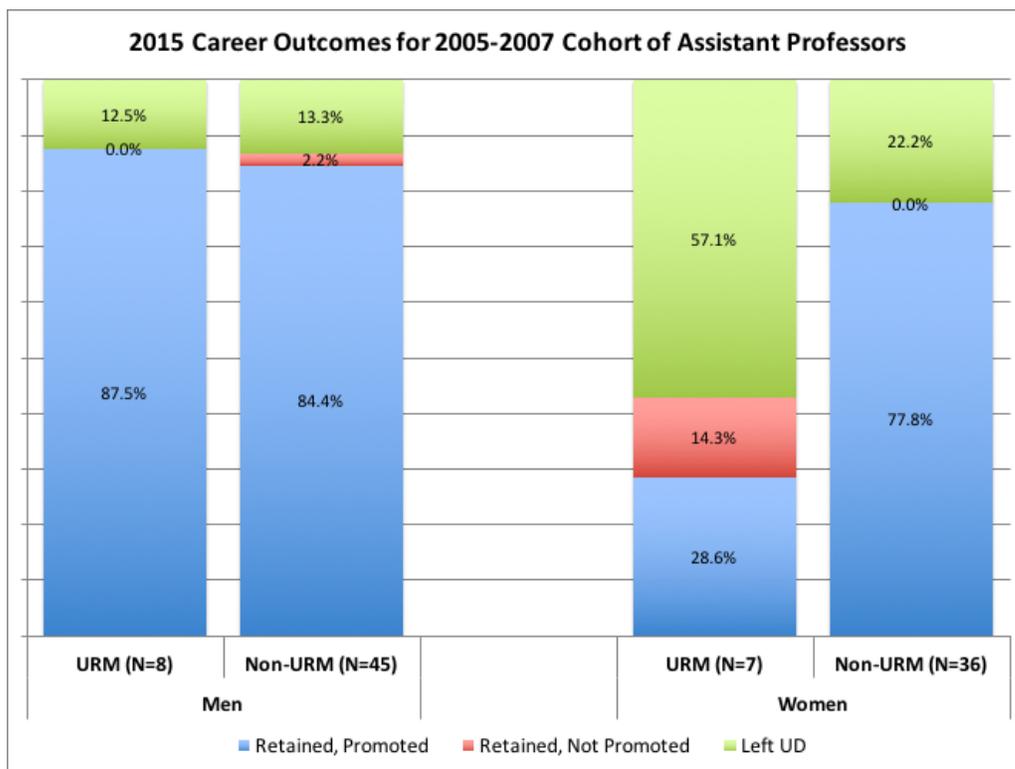


## Tenure & Promotion Processes at UD: Examining Patterns Among Women and URM Faculty



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.

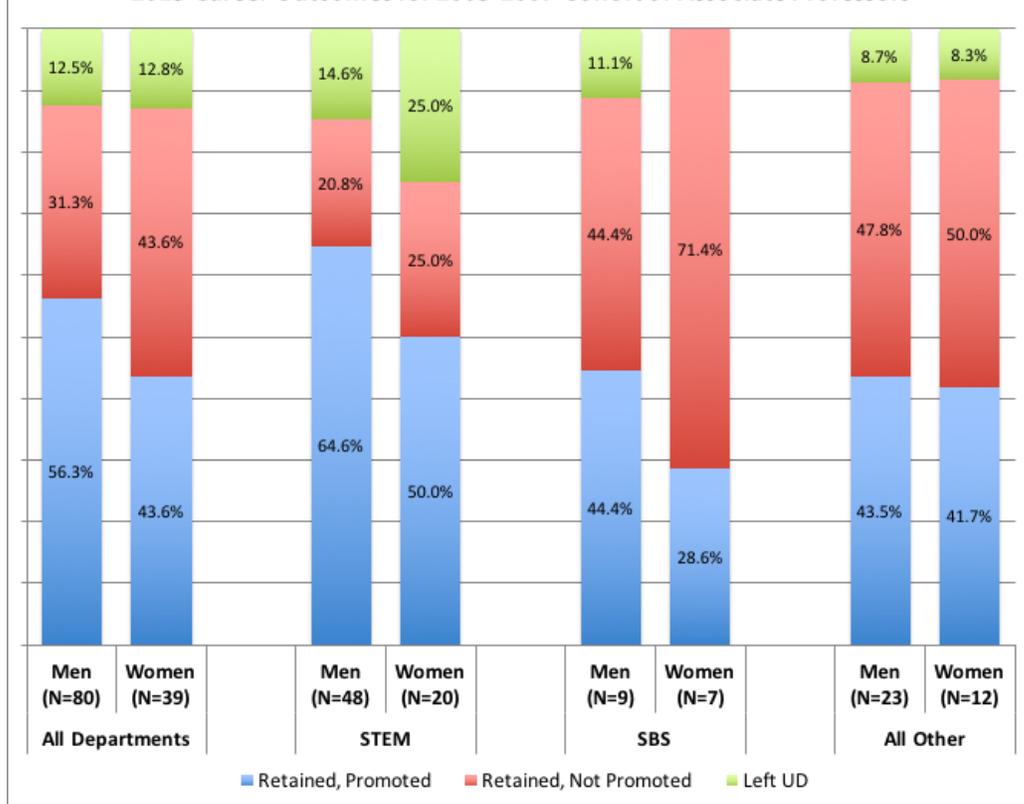


When considering the same cohort of faculty, URM men (Black, Hispanic, and Multi-Ethnic; N=8) are promoted and retained at roughly equal rates to non-URM (White & Asian) men.

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

**2015 Career Outcomes for 2003-2007 Cohort of Associate Professors**

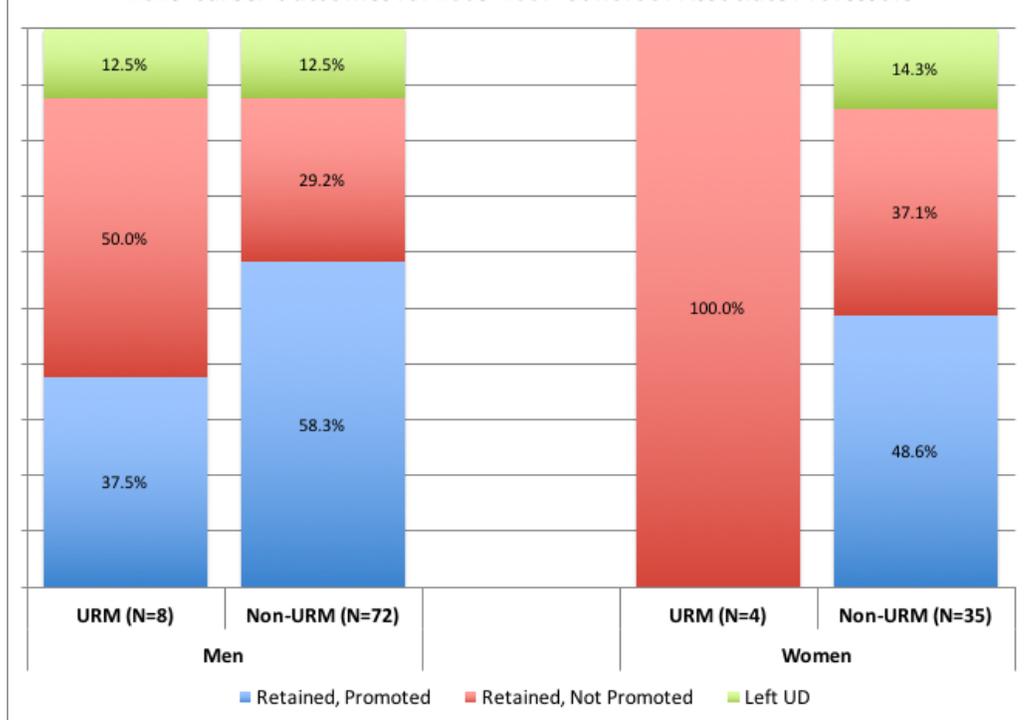


Among the cohort of faculty whose first year as Associate Professors occurred in 2003-2007, women are less likely than men to be promoted to Full Professor. After 8-12 years in rank, 56% of men and 44% of women had been promoted to Full Professor.

Among STEM faculty, women are less likely to be promoted than men, but are also more likely to leave UD (25%) as compared to men (15%).

Among SBS faculty, nearly three quarters (71%) of women have not been promoted to Full Professor after 8-12 years in rank.

**2015 Career Outcomes for 2003-2007 Cohort of Associate Professors**



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.