

**LADDER RANK ACADEMIC REVIEW FILES
ADVANCEMENT OUTCOMES**
for files effective 7/1/97, 7/1/98, and 7/1/99

TENURE REVIEWS

BEGIN	GENDER	ADVANCED		NOT ADVANCED		TOTAL
		N	%	N	%	
07/01/97	Women	8	89%	1	11%	9
	Men	19	95%	1	5%	20
07/01/97 Total		27	93%	2	7%	29
07/01/98	Women	3	60%	2	40%	5
	Men	18	90%	2	10%	20
07/01/98 Total		21	84%	4	16%	25
07/01/99	Women	7	100%	0	0%	7
	Men	8	80%	2	20%	10
07/01/99 Total		15	88%	2	12%	17
Overall	Women	18	86%	3	14%	21
	Men	45	90%	5	10%	50
	Total	63	89%	8	11%	71

PROMOTION TO FULL PROFESSOR

BEGIN	GENDER	ADVANCED		NOT ADVANCED		TOTAL
		N	%	N	%	
07/01/97	Women	3	100%	0	0%	3
	Men	13	81%	3	19%	16
07/01/97 Total		16	84%	3	16%	19
07/01/98	Women	5	100%	0	0%	5
	Men	32	100%	0	0%	32
07/01/98 Total		37	100%	0	0%	37
07/01/99	Women	7	100%	0	0%	7
	Men	22	88%	3	12%	25
07/01/99 Total		29	91%	3	9%	32
Overall	Women	15	100%	0	0%	15
	Men	67	92%	6	8%	73
	Total	82	93%	6	7%	88

ADVANCEMENT TO STEP 6

BEGIN	GENDER	ADVANCED		NOT ADVANCED		TOTAL
		N	%	N	%	
07/01/97	Women	2	100%	0	0%	2
	Men	23	79%	6	21%	29
07/01/97 Total		25	81%	6	19%	31
07/01/98	Women	3	100%	0	0%	3
	Men	23	96%	1	4%	24
07/01/98 Total		26	96%	1	4%	27
07/01/99	Women	4	100%	0	0%	4
	Men	23	100%	0	0%	23
07/01/99 Total		27	100%	0	0%	27
Overall	Women	9	100%	0	0%	9
	Men	69	91%	7	9%	76
	Total	78	92%	7	8%	85

ADVANCEMENT TO ABOVE SCALE

BEGIN	GENDER	ADVANCED		NOT ADVANCED		TOTAL
		N	%	N	%	
07/01/97	Women	0	0%	0	0%	0
	Men	10	91%	1	9%	11
07/01/97 Total		10	91%	1	9%	11
07/01/98	Women	0	0%	0	0%	0
	Men	13	93%	1	7%	14
07/01/98 Total		13	93%	1	7%	14
07/01/99	Women	2	100%	0	0%	2
	Men	12	92%	1	8%	13
07/01/99 Total		14	93%	1	7%	15
Overall	Women	2	100%	0	0%	2
	Men	35	92%	3	8%	38
	Total	37	93%	3	8%	40

OTHER ACTIONS

BEGIN	GENDER	ADVANCED		NOT ADVANCED		TOTAL
		N	%	N	%	
07/01/97	Women	41	91%	4	9%	45
	Men	152	85%	27	15%	179
07/01/97 Total		193	86%	31	14%	224
07/01/98	Women	46	92%	4	8%	50
	Men	179	87%	27	13%	206
07/01/98 Total		225	88%	31	12%	256
07/01/99	Women	40	85%	7	15%	47
	Men	157	84%	29	16%	186
07/01/99 Total		197	85%	36	15%	233
Overall	Women	127	89%	15	11%	142
	Men	488	85%	83	15%	571
	Total	615	86%	98	14%	713

ALL ACTIONS

GENDER	ADVANCED		NOT ADVANCED		TOTAL
	N	%	N	%	
Women	171	90%	18	10%	189
Men	704	87%	104	13%	808
Total	875	88%	122	12%	997