# LADDER RANK ACADEMIC REVIEW FILES ADVANCEMENT OUTCOMES

for files effective 7/1/97, 7/1/98, and 7/1/99

#### **TENURE REVIEWS**

		ADVANCED		NOT ADVANCED		
BEGIN	GENDER	Ν	%	N	%	TOTAL
07/01/97	Women	8	89%	1	11%	9
	Men	19	95%	1	5%	20
07/01/97 To	tal	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
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07/01/99	Women	7	100%	0	0%	7
	Men	8	80%	2	20%	10
07/01/99 Total		15	88%	2	12%	17
	Women	18	86%	3	14%	21
Overall	Men	45	90%	5	10%	50
	Total	63	89%	8	11%	71

## PROMOTION TO FULL PROFESSOR

		ADVANCED		NOT ADVANCED			
BEGIN	GENDER	N	%	N	%	TOTAL	
07/01/97	Women	3	100%	0	0%	3	
	Men	13	81%	3	19%	16	
07/01/97 To	tal	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	
	Women	15	100%	0	0%	15	
Overall	Men	67	92%	6	8%	73	
		82	93%	6	7%	88	

## ADVANCEMENT TO STEP 6

		ADVANCED		NOT ADVANCED		
BEGIN	GENDER	Ν	%	Ν	%	TOTAL
07/01/97	Women	2	100%	0	0%	2
	Men	23	79%	6	21%	29
07/01/97 To	tal	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
	Women	9	100%	0	0%	9
Overall	Men	69	91%	7	9%	76
		78	92%	7	8%	85

## ADVANCEMENT TO ABOVE SCALE

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

## OTHER ACTIONS

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

## ALL ACTIONS

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