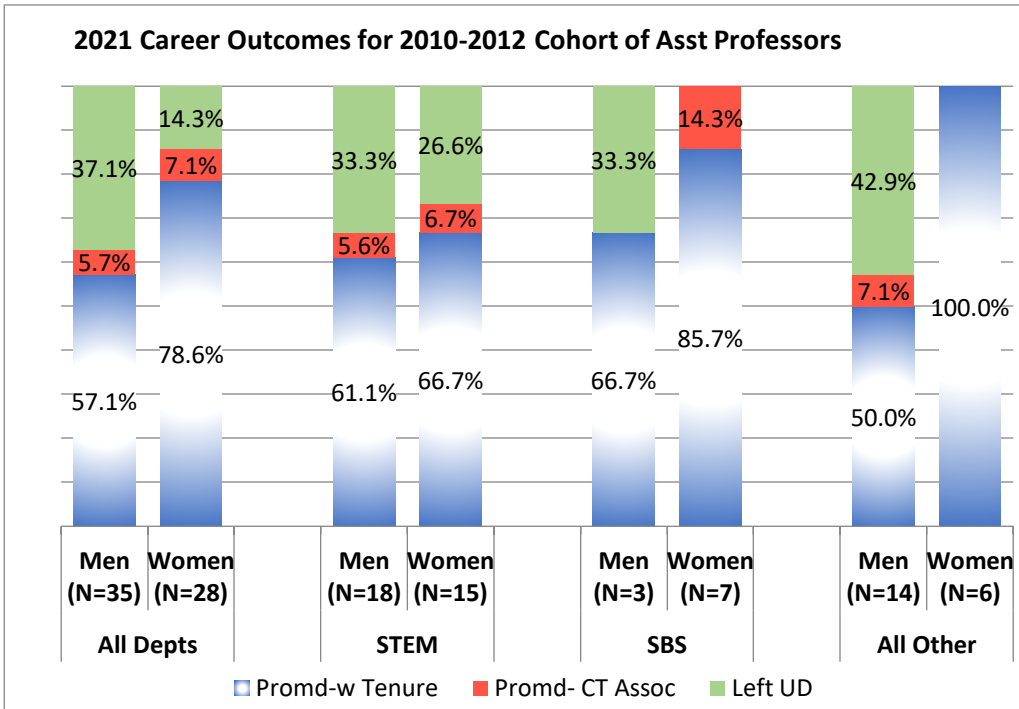


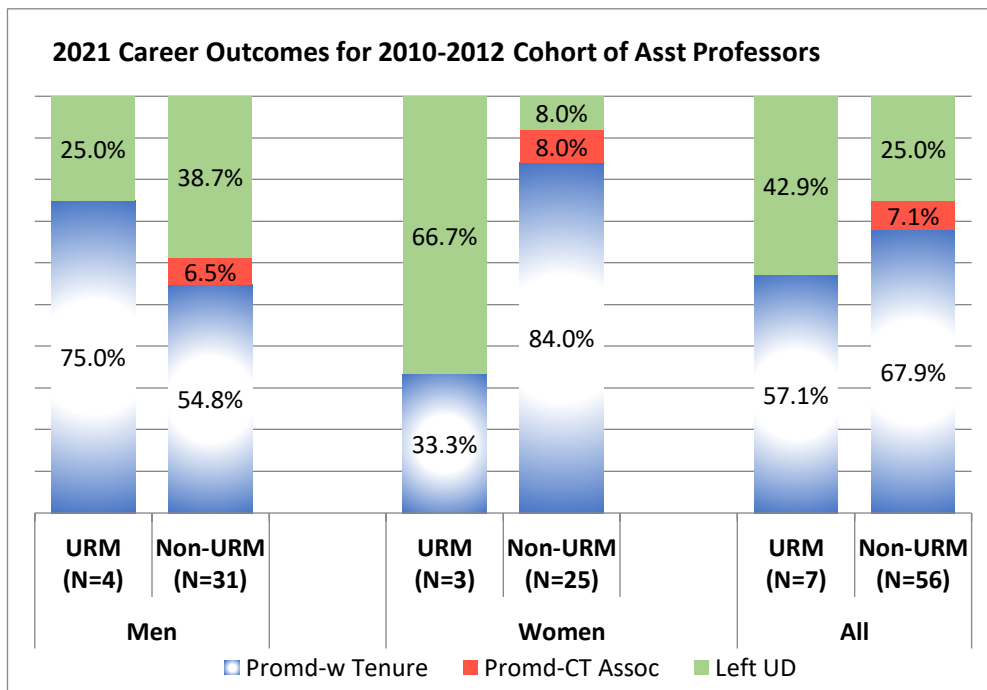
Tenure & Promotion Processes at UD: Examining Patterns Among Women and URM Faculty



Among the cohort of faculty who were hired as Tenure-Track Assistant Professors in 2010-2012, a larger proportion of men (37%) have left UD by 2021 as compared to their female peers (14%).

This gender gap holds across all fields – STEM, SBS and the Arts & Humanities.

Note that the category – Promoted with Tenure., includes a total of 10 persons (6 male, 4 female, of which 1 male and one female were URM) who were promoted to Full Professor.



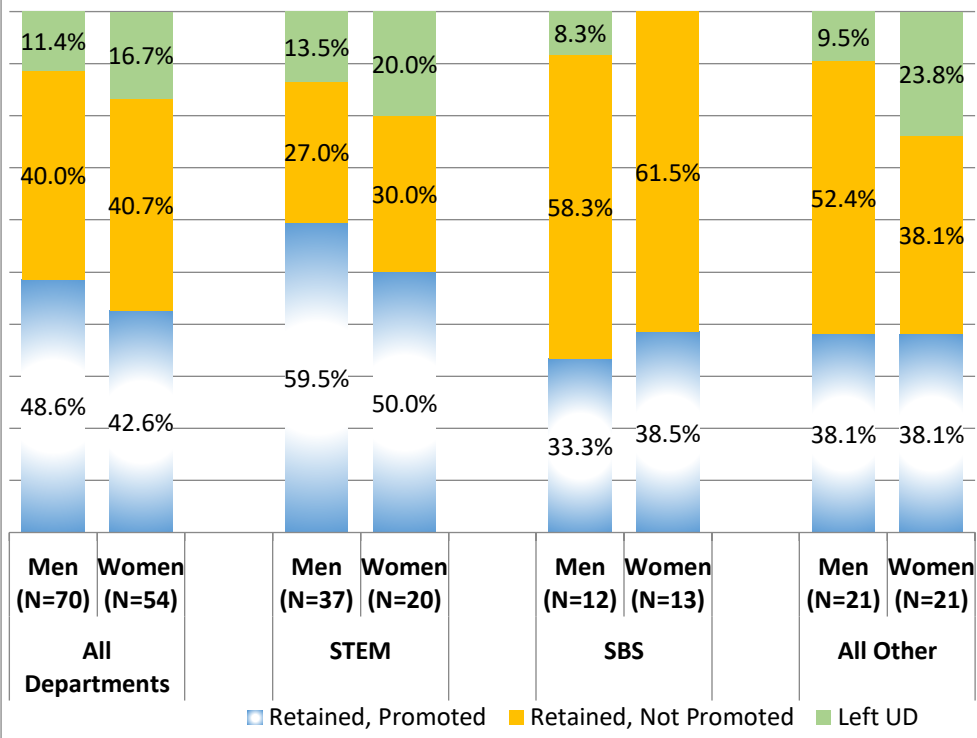
When considering the same cohort, URM faculty (Black, Hispanic, and Multi-Ethnic; N=7) were promoted with tenure at a lower rate (57%) than their non-URM colleagues (68%).

Rate of attrition among URM faculty is also higher (43%) than among non-URM faculty (25%).

Note that the category - Promoted with Tenure., includes a total of 10 persons (6 male, 4 female, of which 1 male and one female were URM) who were promoted to Full Professor.



2021 Career Outcomes for 2008-2012 Cohort of Tenured Associate Professors

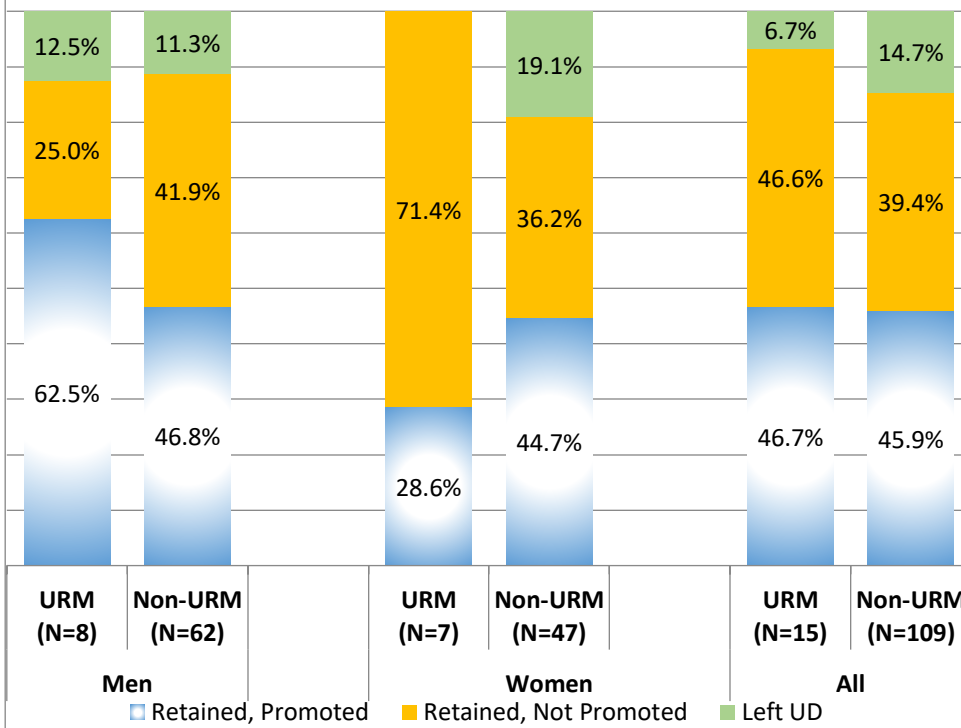


Among the cohort of faculty whose first year as Associate Professors occurred in 2008-12, women are somewhat less likely than men to be promoted to Full Professor. After 9-13 years in rank, 49% of men and 43% of women had been promoted.

Among STEM faculty, women are less likely to be promoted than men (50% vs 60%) and are also more likely to leave UD (20%) as compared to men (14%).

Among SBS faculty, about 60% of men and women have not been promoted to Full Professor after 9-13 years in rank.

2021 Career Outcomes for 2008-2012 Cohort of Tenured Associate Professors



When considering the same cohort of faculty, URM faculty (Black, Hispanic, and Multi-Ethnic) are as likely (~46%) to be promoted to Full Professor as their peers (White and Asian).

29% of URM women in this group (N=7) and 45% of non-URM women were promoted to Full Professor by 2021.

URM men (N=8) have been more successful (63%) than non-URM men (47%) in promotion to Full Professor.