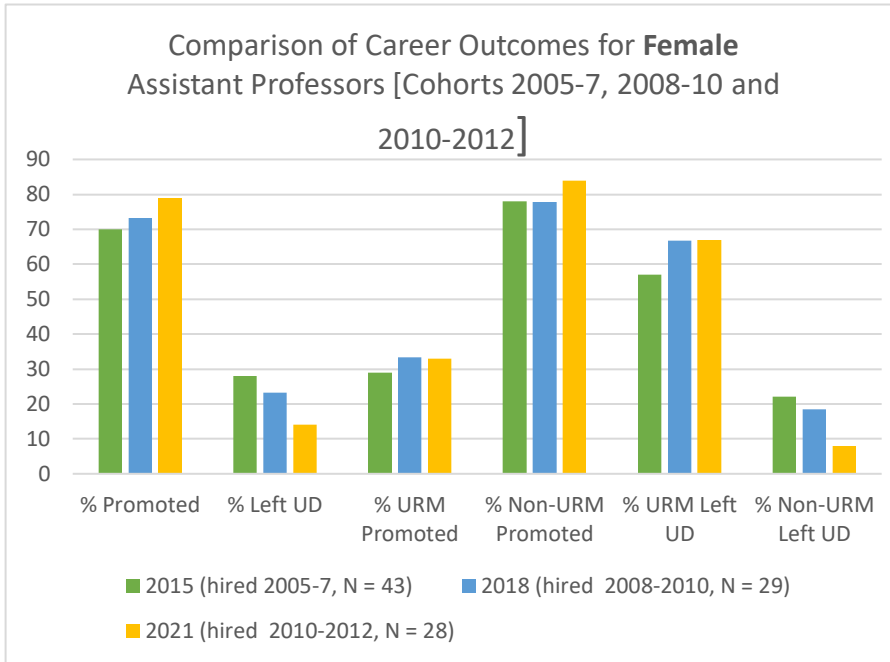


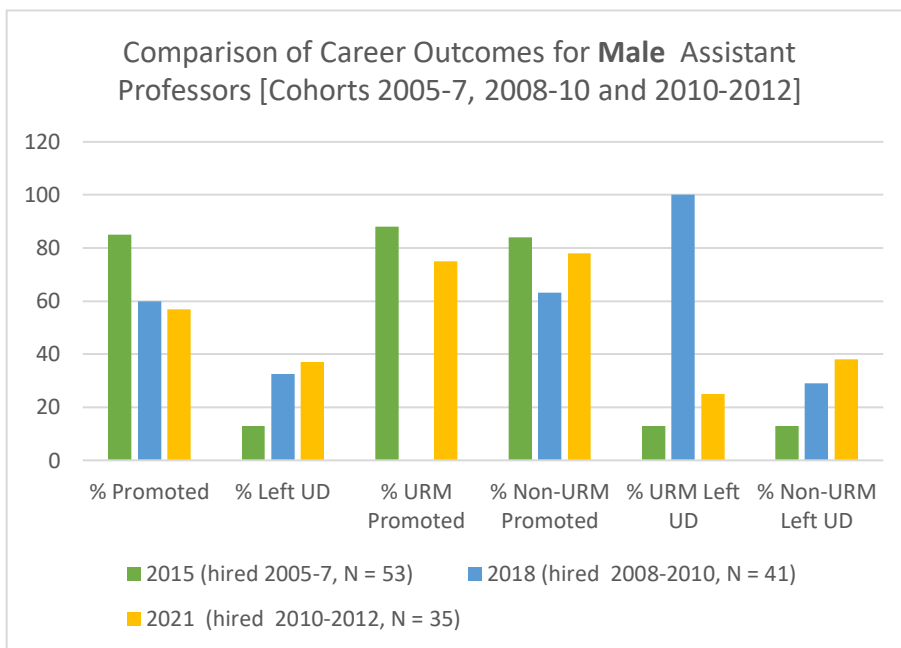
Comparison of Career Outcomes of Assistant Professors over Three Cohorts – Hired 2005-7 (cohort 1, assessed in 2015), Hired 2008-10 (cohort 2, assessed in 2018) and Hired 2010-12 (cohort 3, assessed in 2021).

### Female Assistant Professors



Note that for the cohorts hired 2005-7 (cohort 1), 2008-10 (cohort 2) and 2010-12 (cohort 3), female URM were N= 7, 3 and 3 respectively. It is therefore difficult to make meaningful comparisons between URM and non-URM faculty. What we can say is that overall, of the female assistant professors hired 2005-7 (N=43), 2008-10 (N=29) and 2010-12 (N=28), promotion rate over each assessment period showed a gradual increase (from 70 – 79%), and the % of female assistant professors who left UD decreased (28%, 23% and 14% for cohorts 1, 2 and 3 respectively).

### Male Assistant Professors



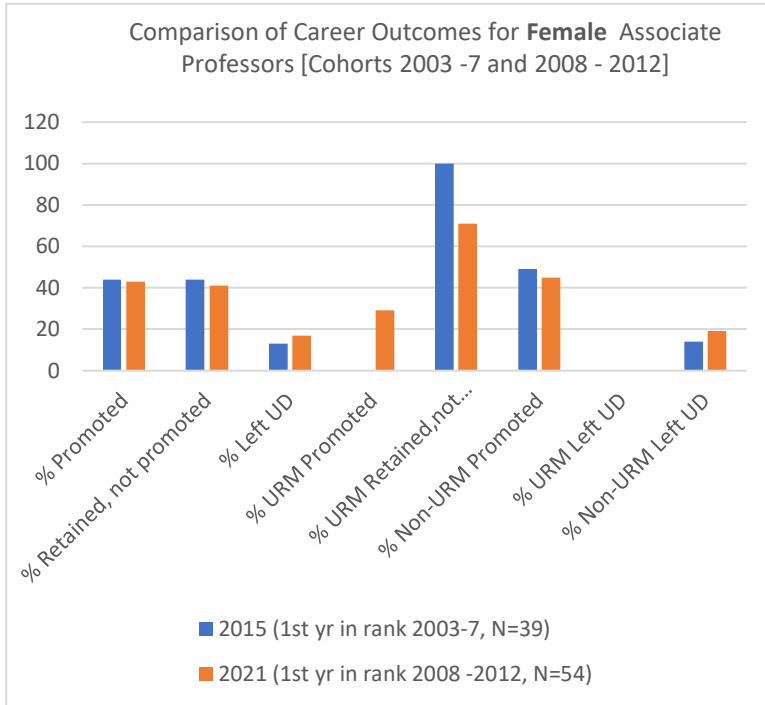
Male assistant professors seem to be doing less well over time, with % promotion decreasing from 85% for cohort 1 to 57% for cohort 3, and a gradual increase in % of male assistant professors leaving UD (13%, 29% and 37% for cohorts 1-3 respectively).

**Among URMS**, where N=8, 2 and 4 for cohorts 1-3 respectively, URM men in cohorts 1 and 3 fared much better with promotion than URM women, with rates at 88% and 75% for men, and 29% and 33% for women in cohorts 1 and 3 respectively. For cohort 2, however, no URM male assistant professor was promoted, and both men left UD.

**Note:** URM excludes international faculty and includes Black, Hispanic, and Multi-Ethnic; Source: UD IRE Diversity Data, 2022

Comparison of Career Outcomes of Associate Professors over two Cohorts –  
1<sup>st</sup> Year in Rank 2003-7 (cohort 1, assessed in 2015) and 2008-12 (cohort 2, assessed in 2021).

**Associate Professors – Female**

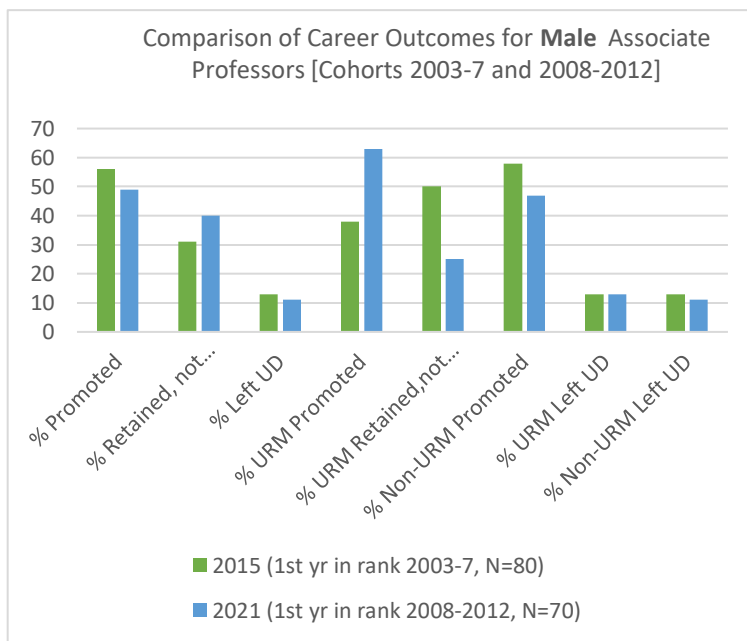


Among female Associate Professors, Cohorts 1 and 2 fared pretty similarly in many areas :

- % promoted - 44% and 43% respectively
- % retained and not promoted – 44 and 41% respectively
- % leaving UD – 13 and 17% respectively.

**Among URMs,** - in cohort 1, no URM female associate professor (of 4) was promoted.  
In cohort 2 – 2 of 7 female URMs (29%) were promoted, and no URM female associate professors in either cohort had left UD at the time under consideration.

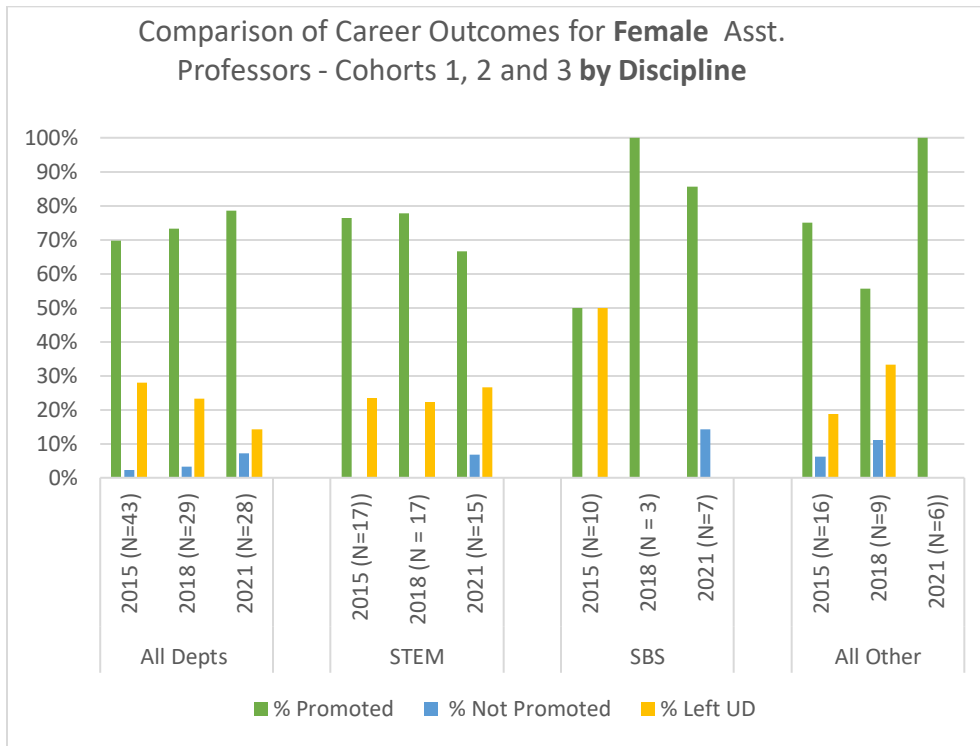
**Associate Professors – Male**



Among male associate professors within cohorts 1 and 2, % promoted decreased from 56% to 49%, and % retained and not promoted increased from 31% to 40%. % Leaving UD was 13% and 17% respectively over the cohorts.

**Among URMs,** - in cohort 1, 3 of 8 URM male associate professors (38%) were promoted.  
In cohort 2 – 5 of 8 male URMs (63%) were promoted, and for each cohort, 13% of male URMs had left UD at the time under consideration.

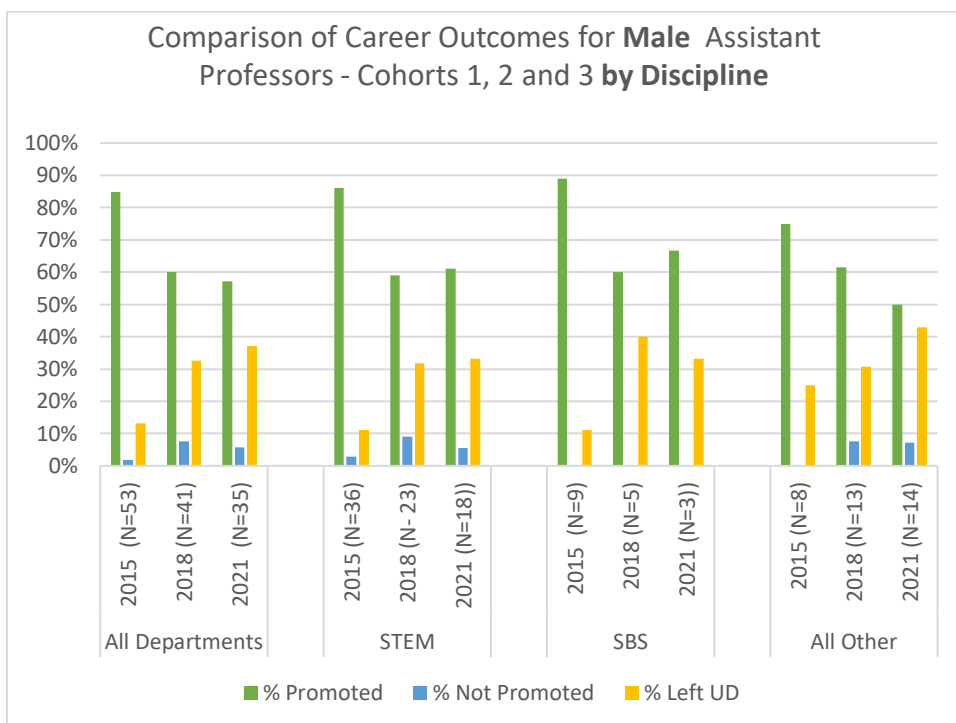
Comparison of Career Outcomes of Assistant Professors over Three Cohorts – cohort 1, hired 2005-7, assessed in 2015; cohort 2, hired 2008-10, assessed in 2018; and cohort 3, hired 2010-12, assessed in 2021, **by Discipline**.



Overall rate of promotion of female asst professors increased over the cohorts from 70% to 73% to 79%. In STEM, promotion rate fell from 77% for cohorts 1 and 2 to 67% for cohort 3, with an average of about 24% departures for each cohort.

In SBS, promotion rates were 50%, 100% and 86% over the three cohorts, with cohort 1 showing 50% departure and none over the other cohorts.

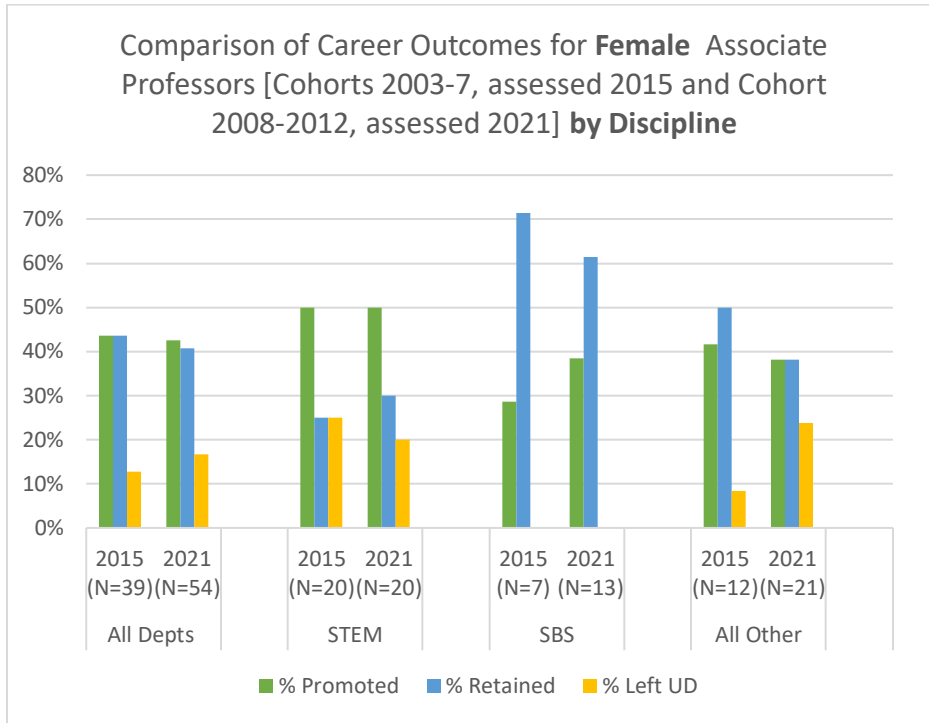
In all other departments, promotion rates varied from 75% to 56% to 100% over the cohorts, and 19% and 33% departures for cohorts 1 and 2 respectively.



Overall rate of promotion of male asst professors showed a gradual decline over the cohorts from 85% to 60% to 57%. Rate of promotion in STEM and SBS were very similar, with a high of ~88% for cohort 1 and ~60% for cohorts 2 and 3.

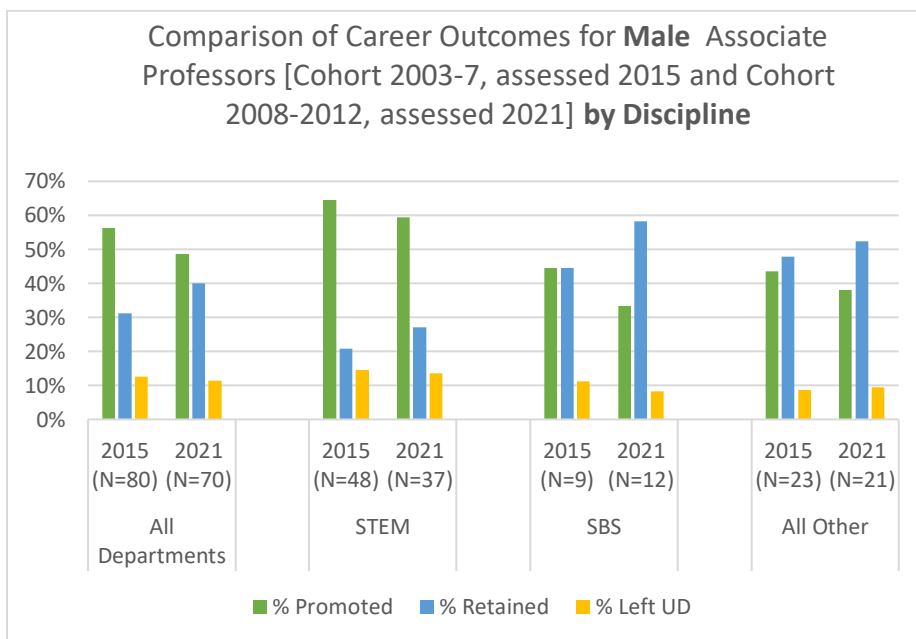
Departures of male asst professors in STEM and SBS were also quite similar – 11% for cohort 1 and ~35% for cohorts 2 and 3.

Comparison of Career Outcomes of Associate Professors over two Cohorts – 1<sup>st</sup> Year in Rank 2003-7 (cohort 1, assessed in 2015) and 2008-12 (cohort 2, assessed in 2021), **by Discipline,**



In comparing STEM, SBS and all other departments, promotion rate of female assoc. professors in STEM for each cohort was highest (50%), while that of females in SBS increased from 29% to 39%. The rate in all other departments was ~ 40% for each cohort.

No SBS female associate professors within the cohorts assessed, left UD. STEM departures decreased from 25% to 20% over time, whereas in all other departments, departures increased from 8% to 24%.



Promotion rate of male associate professors in STEM was 65% and 60% for cohorts 1 and 2 respectively. This is better than for males in SBS (44% and 33%) and in all other departments where the promotion rate was 44 and 38% for cohorts 1 and 2 respectively.

On average, about 12% of all male associate professors in cohorts 1 and 2 left UD, with STEM having the highest rates (15% and 14% respectively).