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

Among the cohort of faculty who were hired as tenure-track (tt) assistant professors from 2008-2010, a larger proportion of men (32.5%) have left UD by 2018 as compared to their female peers (23.3%). This result differs from the 2015 cohort study (tt assistant professors hired from 2005-2007), which showed a greater proportion of women than men leaving (28% vs. 13%).

This gender gap holds in the STEM and SBS fields, but not the others (e.g., arts, humanities).

Fewer tt assistant professors were hired in the current study (70*) as compared to the 2015 study (96). This is especially true among the URM faculty (Black, Hispanic, and Multi-Ethnic): 5 were hired between 2008-2010 as compared to 15 in the prior study.

Of these 5 URM faculty, 80% left UD by 2018 (N=5), compared to 25% of non-URM faculty (White and Asian).

*3 faculty of unknown race/ethnicity were excluded from this analysis.

Notes: URM faculty includes Black, Hispanic, and Multi-Ethnic; Source: UD IRE, 2018.
Among the cohort of faculty whose first year as associate professors occurred from 2008-2010, women were less likely to be promoted to full professor. After 8-10 years in rank, 54% of men and 37% of women had been promoted to professor.

In STEM, women are less likely to be promoted and more likely to leave UD (14%) as compared to men (4%).

In SBS, women were promoted at a slightly higher proportion than men (25% vs. 22%), a notable change from the prior study (29% of women vs. 44% of men were promoted after 8-12 years in rank in the prior study).

Considering the same cohort of faculty, 100% of URM men (N=4) were promoted to professor by 2018 compared to 50% of non-URM men.

However, women URM faculty (N=7) have not fared as well: only 14% were promoted to professor by 2018 while another 14% have left UD. Among non-URM women, 41% have been promoted to professor and 12% have left UD.

The promotion rate for URM faculty is an improvement over the prior study, which showed 38% of men and 0% of women URM faculty promoted to professor.