

Table 3a. Promotion Review Outcomes by College/Division, Rank and Gender, 2011-2016

	Regular Personnel Actions				Accelerated Personnel Actions				Total Personnel Actions				% Reviews								
	Reviews		Approved		Reviews		Approved		Reviews		Approval		Regular		Accelerated		Regular Approved		Accelerated Approved		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
<b>Promotion to Associate Professor Rank (Tenure Review)</b>																					
<b>Total UC Davis</b>	<b>77</b>	<b>93</b>	<b>60</b>	<b>67</b>	<b>22</b>	<b>23</b>	<b>19</b>	<b>17</b>	<b>99</b>	<b>116</b>	<b>79</b>	<b>84</b>	<b>77.8</b>	<b>80.2</b>	<b>22.2</b>	<b>19.8</b>	<b>77.9</b>	<b>72.0</b>	<b>86.4</b>	<b>73.9</b>	
Total STEM*	46	56	35	39	13	12	10	8	59	68	45	47	78.0	82.4	22.0	17.6	76.1	69.6	76.9	66.7	
College of Agricultural and Environmental Sciences	17	30	12	23	3	2	3	2	20	32	15	25	85.0	93.8	15.0	6.3	70.6	76.7	100.0	---	
College of Biological Sciences	7	3	6	3	1	2	0	2	8	5	6	5	87.5	60.0	12.5	40.0	85.7	100.0	0.0	---	
College of Engineering	3	3	2	2	2	2	2	1	5	5	4	3	60.0	60.0	40.0	40.0	66.7	66.7	100.0	---	
Division of Math and Physical Sciences	1	1	1	1	4	2	4	2	5	3	5	3	20.0	33.3	80.0	66.7	100.0	100.0	100.0	---	
Division of Social Sciences	10	13	8	8	2	2	1	0	12	15	9	8	83.3	86.7	16.7	13.3	80.0	61.5	50.0	---	
School of Medicine	18	23	16	18	5	0	5	0	23	23	21	18	78.3	100.0	21.7	0.0	88.9	78.3	100.0	---	
School of Veterinary Medicine	5	5	3	2	3	6	2	4	8	11	5	6	62.5	45.5	37.5	54.5	60.0	40.0	66.7	---	
<b>Promotion to Full Professor Rank</b>																					
<b>Total UC Davis</b>	<b>66</b>	<b>84</b>	<b>41</b>	<b>59</b>	<b>24</b>	<b>39</b>	<b>20</b>	<b>27</b>	<b>90</b>	<b>123</b>	<b>61</b>	<b>86</b>	<b>73.3</b>	<b>68.3</b>	<b>26.7</b>	<b>31.7</b>	<b>62.1</b>	<b>70.2</b>	<b>83.3</b>	<b>69.2</b>	
Total STEM	38	50	23	37	17	29	13	21	55	79	36	58	69.1	63.3	30.9	36.7	60.5	74.0	76.5	72.4	
College of Agricultural and Environmental Sciences	16	16	8	12	6	12	6	8	22	28	14	20	72.7	57.1	27.3	42.9	50.0	75.0	100.0	---	
College of Biological Sciences	1	4	0	3	3	3	2	3	4	7	2	6	25.0	57.1	75.0	42.9	0.0	75.0	66.7	---	
College of Engineering	5	11	2	9	3	3	2	2	8	14	4	11	62.5	78.6	37.5	21.4	40.0	81.8	66.7	---	
Division of Math and Physical Sciences	2	3	1	2	0	5	0	4	2	8	1	6	100.0	37.5	0.0	62.5	50.0	66.7	---	---	
Division of Social Sciences	6	6	4	4	2	4	1	2	8	10	5	6	75.0	60.0	25.0	40.0	66.7	66.7	50.0	---	
School of Medicine	19	20	14	14	3	6	3	5	22	26	17	19	86.4	76.9	13.6	23.1	73.7	70.0	100.0	---	
School of Veterinary Medicine	7	9	6	5	2	1	1	1	9	10	7	6	77.8	90.0	22.2	10.0	85.7	55.6	50.0	---	
<b>Assistant Professor Rank Merit Review</b>																					
<b>Total UC Davis</b>	<b>148</b>	<b>179</b>	<b>136</b>	<b>160</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>150</b>	<b>185</b>	<b>137</b>	<b>165</b>	<b>98.7</b>	<b>96.8</b>	<b>1.3</b>	<b>3.2</b>	<b>91.9</b>	<b>89.4</b>	<b>50.0</b>	<b>83.3</b>	
Total STEM	94	107	84	96	1	4	0	3	95	111	84	99	98.9	96.4	1.1	3.6	89.4	89.7	0.0	75.0	
College of Agricultural and Environmental Sciences	30	46	27	45	0	2	0	2	30	48	27	47	100.0	95.8	0.0	4.2	90.0	97.8	---	---	
College of Biological Sciences	12	10	9	10	0	1	0	1	12	11	9	11	100.0	90.9	0.0	9.1	75.0	100.0	---	---	
College of Engineering	22	13	21	12	0	0	0	0	22	13	21	12	100.0	100.0	0.0	0.0	95.5	92.3	---	---	
Division of Math and Physical Sciences	6	11	6	8	1	1	0	0	7	12	6	8	85.7	91.7	14.3	8.3	100.0	72.7	0.0	---	
Division of Social Sciences	15	15	15	11	0	0	0	0	15	15	11	11	100.0	100.0	0.0	0.0	100.0	73.3	---	---	
School of Medicine	26	45	25	39	1	1	1	1	27	46	26	40	96.3	97.8	3.7	2.2	96.2	86.7	100.0	---	
School of Veterinary Medicine	11	10	10	10	0	1	0	1	11	11	10	11	100.0	90.9	0.0	9.1	90.9	100.0	---	---	
<b>Associate Professor Rank Merit Review</b>																					
<b>Total UC Davis</b>	<b>175</b>	<b>231</b>	<b>151</b>	<b>202</b>	<b>11</b>	<b>29</b>	<b>9</b>	<b>24</b>	<b>186</b>	<b>260</b>	<b>160</b>	<b>226</b>	<b>94.1</b>	<b>88.8</b>	<b>5.9</b>	<b>11.2</b>	<b>86.3</b>	<b>87.4</b>	<b>81.8</b>	<b>82.8</b>	
Total STEM	94	138	81	124	6	15	4	12	100	153	85	136	94.0	90.2	6.0	9.8	86.2	89.9	66.7	80.0	
College of Agricultural and Environmental Sciences	31	54	25	50	3	7	3	7	34	61	28	57	91.2	88.5	8.8	11.5	80.6	92.6	100.0	---	
College of Biological Sciences	9	14	8	13	1	1	0	0	10	15	8	13	90.0	93.3	10.0	6.7	88.9	92.9	0.0	0.0	
College of Engineering	20	25	18	22	0	0	0	0	20	25	18	22	100.0	100.0	0.0	0.0	90.0	88.0	---	---	
Division of Math and Physical Sciences	8	12	7	10	0	2	0	2	8	14	7	12	100.0	85.7	0.0	14.3	87.5	83.3	---	100.0	
Division of Social Sciences	13	22	13	20	1	4	1	3	14	26	14	23	92.9	84.6	7.1	15.4	100.0	90.9	100.0	75.0	
School of Medicine	47	36	43	30	3	8	2	6	50	44	45	36	94.0	81.8	6.0	18.2	91.5	83.3	66.7	75.0	
School of Veterinary Medicine	14	13	9	10	0	2	0	1	14	15	9	11	100.0	86.7	0.0	13.3	64.3	76.9	---	50.0	
<b>Full Professor Rank Merit Review Steps 1-4</b>																					
<b>Total UC Davis</b>	<b>170</b>	<b>330</b>	<b>141</b>	<b>264</b>	<b>65</b>	<b>129</b>	<b>57</b>	<b>111</b>	<b>235</b>	<b>459</b>	<b>198</b>	<b>375</b>	<b>72.3</b>	<b>71.9</b>	<b>27.7</b>	<b>28.1</b>	<b>82.9</b>	<b>80.0</b>	<b>87.7</b>	<b>86.0</b>	
Total STEM	103	206	83	163	41	68	36	59	144	274	119	222	71.5	75.2	28.5	24.8	80.6	79.1	87.8	86.8	
College of Agricultural and Environmental Sciences	36	66	28	47	19	31	17	27	55	97	45	74	65.5	68.0	34.5	32.0	77.8	71.2	89.5	---	
College of Biological Sciences	10	22	9	19	3	10	2	10	13	32	11	29	76.9	68.8	23.1	31.3	90.0	86.4	66.7	100.0	
College of Engineering	14	27	11	23	5	5	4	3	19	32	15	26	73.7	84.4	26.3	15.6	78.6	85.2	80.0	60.0	
Division of Math and Physical Sciences	13	34	8	27	3	6	3	4	16	40	11	31	81.3	85.0	18.8	15.0	61.5	79.4	100.0	66.7	
Division of Social Sciences	19	32	17	29	4	8	3	8	23	40	20	37	82.6	80.0	17.4	20.0	89.5	90.6	75.0	100.0	
School of Medicine	32	85	29	65	18	39	16	34	50	124	45	99	64.0	68.5	36.0	31.5	90.6	76.5	88.9	87.2	
School of Veterinary Medicine	14	19	11	13	4	11	4	10	18	30	15	23	77.8	63.3	22.2	36.7	78.6	68.4	100.0	90.9	
<b>Full Professor Rank Merit Review Steps 5+</b>																					
<b>Total UC Davis</b>	<b>135</b>	<b>494</b>	<b>101</b>	<b>376</b>	<b>62</b>	<b>187</b>	<b>57</b>	<b>152</b>	<b>197</b>	<b>681</b>	<b>158</b>	<b>528</b>	<b>68.5</b>	<b>72.5</b>	<b>31.5</b>	<b>27.5</b>	<b>74.8</b>	<b>76.1</b>	<b>91.9</b>	<b>81.3</b>	
Total STEM	77	298	58	224	35	111	33	87	112	409	91	311	68.8	72.9	31.3	27.1	75.3	75.2	94.3	78.4	
College of Agricultural and Environmental Sciences	31	108	20	79	14	57	13	48	45	165	33	127	68.9	65.5	31.1	34.5	64.5	73.1	92.9	---	
College of Biological Sciences	9	32	8	23	1	9	1	6	10	41	9	29	90.0	78.0	10.0	22.0	88.9	71.9	100.0	66.7	
College of Engineering	9	56	7	43	2	6	2	4	11	62	9	47	81.8	90.3	18.2	9.7	77.8	76.8	100.0	66.7	
Division of Math and Physical Sciences	9	39	8	30	6	10	6	8	15	49	14	38	60.0	79.6	40.0	20.4	88.9	76.9	100.0	80.0	
Division of Social Sciences	10	32	10	25	5	17	5	10	15	49	15	35	66.7	65.3	33.3	34.7	100.0	78.1	100.0	58.8	
School of Medicine	30	130	23	103	19	48	17	42	49	178	40	145	61.2	73.0	38.8	27.0	76.7	79.2	89.5	87.5	
School of Veterinary Medicine	9	27	4	19	6	18	6	15	15	45	10	34	60.0	60.0	40.0	40.0	44.4	70.4	100.0	83.3	

\*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Note: The merit and promotion process may have changed during the Table 3a timeframe.

Note: Tables 3a-3c are based on data received 12/8/2016.