

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2011-2016

	Regular Personnel Actions						Accelerated Personnel Actions						All Personnel Actions			
	Reviews			Approved			Reviews			Approved						
	White**	PoC***	URM****	White	PoC	URM	White	PoC	URM	White	PoC	URM	Reviews	Approved	Denied	Other
Promotion to Associate Professor Rank (Tenure Review)																
Total UC Davis	121	49	14	90	37	9	28	17	8	20	16	7	237	179	5	53
Total STEM*	73	29	7	54	20	3	17	8	3	11	7	2	137	97	4	36
College of Agricultural and Environmental Sciences	35	12	3	28	7	0	3	2	1	3	2	1	56	41	3	12
College of Biological Sciences	6	4	2	5	4	2	2	1	1	1	1	1	16	14	0	2
College of Engineering	4	2	0	3	1	0	3	1	0	2	1	0	10	7	0	3
Division of Math and Physical Sciences	0	2	0	0	2	0	4	2	0	4	2	0	8	8	0	0
Division of Social Sciences	20	3	0	13	3	0	2	2	1	0	1	0	28	17	0	11
School of Medicine	28	13	4	22	12	3	2	3	2	2	3	2	52	44	2	6
School of Veterinary Medicine	8	2	0	5	0	0	6	3	1	3	3	1	20	12	0	8
Promotion to Full Professor Rank																
Total UC Davis	120	30	11	81	19	5	47	16	3	31	16	3	227	155	5	67
Total STEM*	72	16	5	49	11	3	33	13	2	21	13	2	141	99	3	39
College of Agricultural and Environmental Sciences	25	7	3	17	3	1	12	6	1	8	6	1	54	36	0	18
College of Biological Sciences	5	0	0	3	0	0	5	1	0	4	1	0	11	8	0	3
College of Engineering	13	3	0	8	3	0	5	1	0	3	1	0	22	15	2	5
Division of Math and Physical Sciences	4	1	0	2	1	0	4	1	1	3	1	1	11	8	1	2
Division of Social Sciences	10	2	1	7	1	1	5	1	0	2	1	0	19	12	0	7
School of Medicine	33	6	2	24	4	1	6	3	0	5	3	0	50	37	0	13
School of Veterinary Medicine	13	3	0	8	3	0	3	0	0	2	0	0	19	13	0	6
Assistant Professor Rank Merit Review																
Total UC Davis	216	111	41	199	97	35	6	2	2	4	2	2	378	339	15	24
Total STEM*	136	65	25	125	55	20	4	1	1	2	1	1	232	204	11	17
College of Agricultural and Environmental Sciences	51	25	8	48	24	7	2	0	0	2	0	0	86	81	0	5
College of Biological Sciences	16	6	3	16	3	2	0	1	1	0	1	1	27	23	4	0
College of Engineering	25	10	2	24	9	2	0	0	0	0	0	0	37	35	1	1
Division of Math and Physical Sciences	11	6	3	10	4	1	2	0	0	0	0	0	22	15	1	6
Division of Social Sciences	20	10	3	17	9	3	0	0	0	0	0	0	33	29	2	2
School of Medicine	42	29	10	38	26	10	1	1	1	1	1	1	84	77	3	4
School of Veterinary Medicine	16	5	3	15	5	3	1	0	0	1	0	0	25	24	0	1
Associate Professor Rank Merit Review																
Total UC Davis	265	141	51	238	115	43	32	8	2	28	5	0	499	429	25	45
Total STEM*	150	82	29	134	71	24	17	4	2	14	2	0	284	245	14	25
College of Agricultural and Environmental Sciences	55	30	5	48	27	5	9	1	0	9	1	0	100	90	2	8
College of Biological Sciences	15	8	3	14	7	2	2	0	0	0	0	0	28	23	2	3
College of Engineering	25	20	7	22	18	7	0	0	0	0	0	0	52	47	3	2
Division of Math and Physical Sciences	13	7	5	12	5	3	2	0	0	2	0	0	27	22	0	5
Division of Social Sciences	29	6	2	27	6	2	3	2	1	3	1	0	43	39	0	4
School of Medicine	52	31	13	47	26	12	7	4	1	6	2	0	108	93	7	8
School of Veterinary Medicine	21	6	4	16	3	2	2	0	0	1	0	0	33	22	6	5

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2011-2016 (continued)

	Regular Personnel Actions						Accelerated Personnel Actions						All Personnel Actions			
	Reviews			Approval			Reviews			Approval						
	White**	PoC***	URM****	White	PoC	URM	White	PoC	URM	White	PoC	URM	Reviews	Approved	Denied	Other
Full Professor Rank Merit Review Steps 1-4																
Total UC Davis	384	116	36	314	91	27	148	46	8	130	38	6	738	606	49	83
Total STEM*	234	75	19	188	58	15	85	24	6	74	21	4	443	360	27	56
College of Agricultural and Environmental Sciences	83	19	5	63	12	3	38	12	3	33	11	2	160	124	15	21
College of Biological Sciences	23	9	2	21	7	1	10	3	1	10	2	1	48	42	3	3
College of Engineering	27	14	2	23	11	2	8	2	1	6	1	0	54	43	3	8
Division of Math and Physical Sciences	37	10	4	27	8	3	7	2	0	5	2	0	60	45	3	12
Division of Social Sciences	35	16	6	31	15	6	10	2	1	9	2	1	70	64	0	6
School of Medicine	87	30	9	70	24	6	44	13	1	38	12	1	184	151	16	17
School of Veterinary Medicine	29	4	1	22	2	0	11	4	1	11	3	1	50	39	3	8
Full Professor Rank Merit Review Steps 5+																
Total UC Davis	521	108	23	400	77	16	199	50	14	170	39	11	915	713	77	125
Total STEM*	311	64	16	235	47	12	114	32	8	94	26	7	545	421	54	70
College of Agricultural and Environmental Sciences	114	25	6	84	15	4	56	15	4	49	12	3	220	167	20	33
College of Biological Sciences	37	4	3	27	4	3	6	4	1	3	4	1	55	42	5	8
College of Engineering	51	14	4	40	10	2	6	2	0	6	0	0	77	58	12	7
Division of Math and Physical Sciences	36	12	2	28	10	2	12	4	1	10	4	1	67	55	6	6
Division of Social Sciences	36	6	0	30	5	0	17	5	2	10	5	2	66	52	8	6
School of Medicine	138	22	3	109	17	2	55	12	5	49	10	4	235	191	12	32
School of Veterinary Medicine	28	8	1	19	4	1	20	4	0	19	2	0	61	45	3	13

*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,

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

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

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

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2011-2016 (continued)

	% Approval among all Personnel Actions by race/ethnicity			% Personnel Actions (among total of race/ethnic subpopulation)											
				Regular			Accelerated			Regular Approved			Accelerated Approved		
	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM
Promotion to Associate Professor Rank (Tenure Review)															
Total UC Davis	73.8	80.3	72.7	81.2	74.2	63.6	18.8	25.8	36.4	74.4	75.5	64.3	71.4	94.1	87.5
Total STEM	72.2	73.0	50.0	81.1	78.4	70.0	18.9	21.6	30.0	74.0	69.0	42.9	64.7	87.5	66.7
College of Agricultural and Environmental Sciences	81.6	64.3	25.0	92.1	85.7	75.0	7.9	14.3	25.0	80.0	58.3	0.0	100.0	100.0	100.0
College of Biological Sciences	75.0	100.0	100.0	75.0	80.0	66.7	25.0	20.0	33.3	83.3	100.0	100.0	50.0	100.0	100.0
College of Engineering	71.4	66.7	---	57.1	66.7	---	42.9	33.3	---	75.0	50.0	---	66.7	100.0	---
Division of Math and Physical Sciences	100.0	100.0	---	0.0	50.0	---	100.0	50.0	---	---	100.0	---	100.0	100.0	---
Division of Social Sciences	59.1	80.0	0.0	90.9	60.0	0.0	9.1	40.0	100.0	65.0	100.0	---	0.0	50.0	0.0
School of Medicine	80.0	93.8	83.3	93.3	81.3	66.7	6.7	18.8	33.3	78.6	92.3	75.0	100.0	100.0	100.0
School of Veterinary Medicine	57.1	60.0	100.0	57.1	40.0	0.0	42.9	60.0	100.0	62.5	0.0	---	50.0	100.0	100.0
Promotion to Full Professor Rank															
Total UC Davis	67.1	76.1	57.1	71.9	65.2	78.6	28.1	34.8	21.4	67.5	63.3	45.5	66.0	100.0	100.0
Total STEM	66.7	82.8	71.4	68.6	55.2	71.4	31.4	44.8	28.6	68.1	68.8	60.0	63.6	100.0	100.0
College of Agricultural and Environmental Sciences	67.6	69.2	50.0	67.6	53.8	75.0	32.4	46.2	25.0	68.0	42.9	33.3	66.7	100.0	100.0
College of Biological Sciences	70.0	100.0	---	50.0	0.0	---	50.0	100.0	---	60.0	---	---	80.0	100.0	---
College of Engineering	61.1	100.0	---	72.2	75.0	---	27.8	25.0	---	61.5	100.0	---	60.0	100.0	---
Division of Math and Physical Sciences	62.5	100.0	100.0	50.0	50.0	0.0	50.0	50.0	100.0	50.0	100.0	---	75.0	100.0	100.0
Division of Social Sciences	60.0	66.7	100.0	66.7	66.7	100.0	33.3	33.3	0.0	70.0	50.0	100.0	40.0	100.0	---
School of Medicine	74.4	77.8	50.0	84.6	66.7	100.0	15.4	33.3	0.0	72.7	66.7	50.0	83.3	100.0	---
School of Veterinary Medicine	62.5	100.0	---	81.3	100.0	---	18.8	0.0	---	61.5	100.0	---	66.7	---	---
Assistant Professor Rank Merit Review															
Total UC Davis	91.4	87.6	86.0	97.3	98.2	95.3	2.7	1.8	4.7	92.1	87.4	85.4	66.7	100.0	100.0
Total STEM	90.7	84.8	80.8	97.1	98.5	96.2	2.9	1.5	3.8	91.9	84.6	80.0	50.0	100.0	100.0
College of Agricultural and Environmental Sciences	94.3	96.0	87.5	96.2	100.0	100.0	3.8	0.0	0.0	94.1	96.0	87.5	100.0	---	---
College of Biological Sciences	100.0	57.1	75.0	100.0	85.7	75.0	0.0	14.3	25.0	100.0	50.0	66.7	---	100.0	100.0
College of Engineering	96.0	90.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	96.0	90.0	100.0	---	---	---
Division of Math and Physical Sciences	76.9	66.7	33.3	84.6	100.0	100.0	15.4	0.0	0.0	90.9	66.7	33.3	0.0	---	---
Division of Social Sciences	85.0	90.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	85.0	90.0	100.0	---	---	---
School of Medicine	90.7	90.0	100.0	97.7	96.7	90.9	2.3	3.3	9.1	90.5	89.7	100.0	100.0	100.0	100.0
School of Veterinary Medicine	94.1	100.0	100.0	94.1	100.0	100.0	5.9	0.0	0.0	93.8	100.0	100.0	100.0	---	---
Associate Professor Rank Merit Review															
Total UC Davis	89.6	80.5	81.1	89.2	94.6	96.2	10.8	5.4	3.8	89.8	81.6	84.3	87.5	62.5	0.0
Total STEM	88.6	84.9	77.4	89.8	95.3	93.5	10.2	4.7	6.5	89.3	86.6	82.8	82.4	50.0	0.0
College of Agricultural and Environmental Sciences	89.1	90.3	100.0	85.9	96.8	100.0	14.1	3.2	0.0	87.3	90.0	100.0	100.0	100.0	---
College of Biological Sciences	82.4	87.5	66.7	88.2	100.0	100.0	11.8	0.0	0.0	93.3	87.5	66.7	0.0	---	---
College of Engineering	88.0	90.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	88.0	90.0	100.0	---	---	---
Division of Math and Physical Sciences	93.3	71.4	60.0	86.7	100.0	100.0	13.3	0.0	0.0	92.3	71.4	60.0	100.0	---	---
Division of Social Sciences	93.8	87.5	66.7	90.6	75.0	66.7	9.4	25.0	33.3	93.1	100.0	100.0	100.0	50.0	0.0
School of Medicine	89.8	80.0	85.7	88.1	88.6	92.9	11.9	11.4	7.1	90.4	83.9	92.3	85.7	50.0	0.0
School of Veterinary Medicine	73.9	50.0	50.0	91.3	100.0	100.0	8.7	0.0	0.0	76.2	50.0	50.0	50.0	---	---

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2011-2016 (continued)

	% Approval among all Personnel Actions by race/ethnicity			% Personnel Actions (among total of race/ethnic subpopulation)											
				Regular			Accelerated			Regular Approved			Accelerated Approved		
	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM
Full Professor Rank Merit Review Steps 1-4															
Total UC Davis	83.5	79.6	75.0	72.2	71.6	81.8	27.8	28.4	18.2	81.8	78.4	75.0	87.8	82.6	75.0
Total STEM	82.1	79.8	76.0	73.4	75.8	76.0	26.6	24.2	24.0	80.3	77.3	78.9	87.1	87.5	66.7
College of Agricultural and Environmental Sciences	79.3	74.2	62.5	68.6	61.3	62.5	31.4	38.7	37.5	75.9	63.2	60.0	86.8	91.7	66.7
College of Biological Sciences	93.9	75.0	66.7	69.7	75.0	66.7	30.3	25.0	33.3	91.3	77.8	50.0	100.0	66.7	100.0
College of Engineering	82.9	75.0	66.7	77.1	87.5	66.7	22.9	12.5	33.3	85.2	78.6	100.0	75.0	50.0	0.0
Division of Math and Physical Sciences	72.7	83.3	75.0	84.1	83.3	100.0	15.9	16.7	0.0	73.0	80.0	75.0	71.4	100.0	---
Division of Social Sciences	88.9	94.4	100.0	77.8	88.9	85.7	22.2	11.1	14.3	88.6	93.8	100.0	90.0	100.0	100.0
School of Medicine	82.4	83.7	70.0	66.4	69.8	90.0	33.6	30.2	10.0	80.5	80.0	66.7	86.4	92.3	100.0
School of Veterinary Medicine	82.5	62.5	50.0	72.5	50.0	50.0	27.5	50.0	50.0	75.9	50.0	0.0	100.0	75.0	100.0
Full Professor Rank Merit Review Steps 5+															
Total UC Davis	79.2	73.4	73.0	72.4	68.4	62.2	27.6	31.6	37.8	76.8	71.3	69.6	85.4	78.0	78.6
Total STEM	77.4	76.0	79.2	73.2	66.7	66.7	26.8	33.3	33.3	75.6	73.4	75.0	82.5	81.3	87.5
College of Agricultural and Environmental Sciences	78.2	67.5	70.0	67.1	62.5	60.0	32.9	37.5	40.0	73.7	60.0	66.7	87.5	80.0	75.0
College of Biological Sciences	69.8	100.0	100.0	86.0	50.0	75.0	14.0	50.0	25.0	73.0	100.0	100.0	50.0	100.0	100.0
College of Engineering	80.7	62.5	50.0	89.5	87.5	100.0	10.5	12.5	0.0	78.4	71.4	50.0	100.0	0.0	---
Division of Math and Physical Sciences	79.2	87.5	100.0	75.0	75.0	66.7	25.0	25.0	33.3	77.8	83.3	100.0	83.3	100.0	100.0
Division of Social Sciences	75.5	90.9	100.0	67.9	54.5	0.0	32.1	45.5	100.0	83.3	83.3	---	58.8	100.0	100.0
School of Medicine	81.9	79.4	75.0	71.5	64.7	37.5	28.5	35.3	62.5	79.0	77.3	66.7	89.1	83.3	80.0
School of Veterinary Medicine	79.2	50.0	100.0	58.3	66.7	100.0	41.7	33.3	0.0	67.9	50.0	100.0	95.0	50.0	---

*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.

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

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

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