

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

	All Personnel Actions																							
	Reviews						Approved						Denial				Other							
	Women			Men			Women			Men			Women		Men		Women		Men					
	Non-PoC**	PoC***	URM****	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM			
<b>Promotion to Associate Professor Rank (Tenure Review)</b>																								
<b>Total UC Davis</b>	<b>63</b>	<b>36</b>	<b>11</b>	<b>86</b>	<b>30</b>	<b>11</b>	<b>48</b>	<b>31</b>	<b>10</b>	<b>62</b>	<b>22</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>1</b>	<b>19</b>	<b>8</b>	<b>5</b>
Total STEM*	42	17	2	48	20	8	31	14	2	34	13	3	0	0	0	4	0	0	11	3	0	10	7	5
College of Agricultural and Environmental Sciences	16	4	0	22	10	4	12	3	0	19	6	1	0	0	0	3	0	0	4	1	0	0	4	3
College of Biological Sciences	5	3	2	3	2	1	3	3	2	3	2	1	0	0	0	0	0	0	2	0	0	0	0	0
College of Engineering	3	2	0	4	1	0	3	1	0	2	1	0	0	0	0	0	0	0	0	1	0	2	0	0
Division of Math and Physical Sciences	3	2	0	1	2	0	3	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Division of Social Sciences	8	4	0	14	1	1	5	4	0	8	0	0	0	0	0	0	0	0	3	0	0	6	1	1
School of Medicine	14	9	3	16	7	3	12	9	3	12	6	2	0	0	0	2	0	0	2	0	0	2	1	1
School of Veterinary Medicine	5	3	1	9	2	0	3	2	1	5	1	0	0	0	0	0	0	0	2	1	0	4	1	0
<b>Promotion to Full Professor Rank</b>																								
<b>Total UC Davis</b>	<b>65</b>	<b>25</b>	<b>8</b>	<b>102</b>	<b>21</b>	<b>6</b>	<b>42</b>	<b>19</b>	<b>4</b>	<b>70</b>	<b>16</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>6</b>	<b>4</b>	<b>28</b>	<b>5</b>	<b>2</b>
Total STEM*	39	16	4	66	13	3	24	12	2	46	12	3	1	0	0	2	0	0	14	4	2	18	1	0
College of Agricultural and Environmental Sciences	15	7	3	22	6	1	11	3	1	14	6	1	0	0	0	0	0	0	4	4	2	8	0	0
College of Biological Sciences	3	1	0	7	0	0	1	1	0	6	0	0	0	0	0	0	0	0	2	0	0	1	0	0
College of Engineering	6	2	0	12	2	0	2	2	0	9	2	0	1	0	0	1	0	0	3	0	0	2	0	0
Division of Math and Physical Sciences	1	1	0	7	1	1	0	1	0	5	1	1	0	0	0	1	0	0	1	0	0	1	0	0
Division of Social Sciences	7	1	0	8	2	1	4	1	0	5	1	1	0	0	0	0	0	0	3	0	0	3	1	0
School of Medicine	19	3	1	20	6	1	14	3	1	15	4	0	0	0	0	0	0	0	5	0	0	5	2	1
School of Veterinary Medicine	7	2	0	9	1	0	5	2	0	5	1	0	0	0	0	0	0	0	2	0	0	4	0	0
<b>Assistant Professor Rank Merit Review</b>																								
<b>Total UC Davis</b>	<b>91</b>	<b>59</b>	<b>20</b>	<b>131</b>	<b>54</b>	<b>23</b>	<b>85</b>	<b>52</b>	<b>16</b>	<b>118</b>	<b>47</b>	<b>21</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>2</b>
Total STEM*	59	36	14	81	30	12	54	30	11	73	26	10	0	4	2	4	1	0	5	2	1	4	3	2
College of Agricultural and Environmental Sciences	18	12	4	35	13	4	16	11	3	34	13	4	0	0	0	0	0	0	2	1	1	1	0	0
College of Biological Sciences	7	5	2	9	2	2	7	2	1	9	2	2	0	3	1	0	0	0	0	0	0	0	0	0
College of Engineering	17	5	1	8	5	1	16	5	1	8	4	1	0	0	0	0	1	0	1	0	0	0	0	0
Division of Math and Physical Sciences	5	2	1	8	4	2	4	2	1	6	2	0	0	0	0	1	0	0	1	0	0	1	2	2
Division of Social Sciences	8	7	2	12	3	1	8	7	2	9	2	1	0	0	0	2	0	0	0	0	0	1	1	0
School of Medicine	16	11	2	27	19	9	16	10	2	23	17	9	0	0	0	2	1	0	0	1	0	2	1	0
School of Veterinary Medicine	8	3	2	9	2	1	7	3	2	9	2	1	0	0	0	0	0	0	1	0	0	0	0	0
<b>Associate Professor Rank Merit Review</b>																								
<b>Total UC Davis</b>	<b>110</b>	<b>76</b>	<b>28</b>	<b>187</b>	<b>73</b>	<b>25</b>	<b>99</b>	<b>61</b>	<b>26</b>	<b>167</b>	<b>59</b>	<b>17</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>16</b>	<b>8</b>	<b>5</b>
Total STEM*	61	39	13	106	47	18	53	32	11	95	41	13	2	4	2	2	2	2	6	3	0	9	4	3
College of Agricultural and Environmental Sciences	23	11	0	41	20	5	19	9	0	38	19	5	2	0	0	0	0	0	2	2	0	3	1	0
College of Biological Sciences	8	2	0	9	6	3	6	2	0	8	5	2	0	0	0	0	1	1	2	0	0	1	0	0
College of Engineering	8	12	4	17	8	3	8	10	4	14	8	3	0	2	0	1	0	0	0	0	0	2	0	0
Division of Math and Physical Sciences	6	2	2	9	5	3	5	2	2	9	3	1	0	0	0	0	0	0	1	0	0	0	2	2
Division of Social Sciences	11	3	1	21	5	2	11	3	1	19	4	1	0	0	0	0	0	0	0	0	0	2	1	1
School of Medicine	24	26	10	35	9	4	24	21	9	29	7	3	0	2	1	1	2	1	0	3	0	5	0	0
School of Veterinary Medicine	10	4	3	13	2	1	7	2	2	10	1	0	1	1	1	1	1	1	2	1	0	2	0	0
<b>Full Professor Rank Merit Review Steps 1-4</b>																								
<b>Total UC Davis</b>	<b>183</b>	<b>52</b>	<b>19</b>	<b>349</b>	<b>110</b>	<b>25</b>	<b>155</b>	<b>43</b>	<b>14</b>	<b>289</b>	<b>86</b>	<b>19</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>25</b>	<b>14</b>	<b>4</b>	<b>23</b>	<b>8</b>	<b>5</b>	<b>35</b>	<b>10</b>	<b>2</b>
Total STEM*	110	34	11	209	65	14	92	27	8	170	52	11	3	1	0	13	8	2	15	6	3	26	5	1
College of Agricultural and Environmental Sciences	47	8	4	74	23	4	39	6	2	57	17	3	2	0	0	8	4	1	6	2	2	9	2	0
College of Biological Sciences	10	3	1	23	9	2	9	2	1	22	7	1	0	1	0	0	1	1	1	0	0	1	1	0
College of Engineering	13	6	1	22	10	2	10	5	1	19	7	1	0	0	0	1	2	0	3	1	0	2	1	1
Division of Math and Physical Sciences	13	3	1	31	9	3	9	2	0	23	8	3	1	0	0	2	0	0	3	1	1	6	1	0
Division of Social Sciences	15	8	4	30	10	3	13	7	4	27	10	3	0	0	0	0	0	0	2	1	0	3	0	0
School of Medicine	39	11	2	92	32	8	34	11	2	74	25	5	1	0	0	9	4	2	4	0	0	9	3	1
School of Veterinary Medicine	14	4	1	26	4	1	13	2	0	20	3	1	0	0	0	3	0	0	1	2	1	3	1	0
<b>Full Professor Rank Merit Review Steps 5+</b>																								
<b>Total UC Davis</b>	<b>162</b>	<b>35</b>	<b>12</b>	<b>558</b>	<b>123</b>	<b>25</b>	<b>137</b>	<b>21</b>	<b>7</b>	<b>433</b>	<b>95</b>	<b>20</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>16</b>	<b>4</b>	<b>17</b>	<b>14</b>	<b>5</b>	<b>76</b>	<b>12</b>	<b>1</b>
Total STEM*	95	17	3	330	79	21	79	12	3	250	61	16	3	0	0	37	10	4	13	5	0	43	8	1
College of Agricultural and Environmental Sciences	37	8	1	133	32	9	30	3	1	103	24	6	2	0	0	12	4	2	5	5	0	18	4	1
College of Biological Sciences	10	0	0	33	8	4	9	0	0	21	8	4	0	0	0	5	0	0	1	0	0	7	0	0
College of Engineering	10	1	1	47	15	3	8	1	1	38	9	1	1	0	0	4	5	2	1	0	0	5	1	0
Division of Math and Physical Sciences	12	3	0	36	13	3	11	3	0	27	11	3	0	0	0	5	1	0	1	0	0	4	1	0
Division of Social Sciences	12	3	1	41	8	1	12	3	1	28	7	1	0	0	0	8	0	0	0	0	0	5	1	0
School of Medicine	40	9	5	153	25	3	34	6	3	124	21	3	1	0	0	8	3	0	5	3	2	21	1	0
School of Veterinary Medicine	10	5	0	38	7	1	7	3	0	31	3	1	1	0	0	1	1	0	2	2	0	6	3	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.

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

	All Personnel Actions											
	% of All Reviews						% Approved					
	Women			Men			Women			Men		
	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM
<b>Promotion to Associate Professor Rank (Tenure Review)</b>												
<b>Total UC Davis</b>	<b>26.6</b>	<b>15.2</b>	<b>4.6</b>	<b>36.3</b>	<b>12.7</b>	<b>4.6</b>	<b>20.3</b>	<b>13.1</b>	<b>4.2</b>	<b>26.2</b>	<b>9.3</b>	<b>2.5</b>
Total STEM	30.7	12.4	1.5	35.0	14.6	5.8	22.6	10.2	1.5	24.8	9.5	2.2
College of Agricultural and Environmental Sciences	28.6	7.1	0.0	39.3	17.9	7.1	21.4	5.4	0.0	33.9	10.7	1.8
College of Biological Sciences	31.3	18.8	12.5	18.8	12.5	6.3	18.8	18.8	12.5	18.8	12.5	6.3
College of Engineering	30.0	20.0	0.0	40.0	10.0	0.0	30.0	10.0	0.0	20.0	10.0	0.0
Division of Math and Physical Sciences	37.5	25.0	0.0	12.5	25.0	0.0	37.5	25.0	0.0	12.5	25.0	0.0
Division of Social Sciences	28.6	14.3	0.0	50.0	3.6	3.6	17.9	14.3	0.0	28.6	0.0	0.0
School of Medicine	26.9	17.3	5.8	30.8	13.5	5.8	23.1	17.3	5.8	23.1	11.5	3.8
School of Veterinary Medicine	25.0	15.0	5.0	45.0	10.0	0.0	15.0	10.0	5.0	25.0	5.0	0.0
<b>Promotion to Full Professor Rank</b>												
<b>Total UC Davis</b>	<b>28.6</b>	<b>11.0</b>	<b>3.5</b>	<b>44.9</b>	<b>9.3</b>	<b>2.6</b>	<b>18.5</b>	<b>8.4</b>	<b>1.8</b>	<b>30.8</b>	<b>7.0</b>	<b>1.8</b>
Total STEM	27.7	11.3	2.8	46.8	9.2	2.1	17.0	8.5	1.4	32.6	8.5	2.1
College of Agricultural and Environmental Sciences	27.8	13.0	5.6	40.7	11.1	1.9	20.4	5.6	1.9	25.9	11.1	1.9
College of Biological Sciences	27.3	9.1	0.0	63.6	0.0	0.0	9.1	9.1	0.0	54.5	0.0	0.0
College of Engineering	27.3	9.1	0.0	54.5	9.1	0.0	9.1	9.1	0.0	40.9	9.1	0.0
Division of Math and Physical Sciences	9.1	9.1	0.0	63.6	9.1	9.1	0.0	9.1	0.0	45.5	9.1	9.1
Division of Social Sciences	36.8	5.3	0.0	42.1	10.5	5.3	21.1	5.3	0.0	26.3	5.3	5.3
School of Medicine	38.0	6.0	2.0	40.0	12.0	2.0	28.0	6.0	2.0	30.0	8.0	0.0
School of Veterinary Medicine	36.8	10.5	0.0	47.4	5.3	0.0	26.3	10.5	0.0	26.3	5.3	0.0
<b>Assistant Professor Rank Merit Review</b>												
<b>Total UC Davis</b>	<b>24.1</b>	<b>15.6</b>	<b>5.3</b>	<b>34.7</b>	<b>14.3</b>	<b>6.1</b>	<b>22.5</b>	<b>13.8</b>	<b>4.2</b>	<b>31.2</b>	<b>12.4</b>	<b>5.6</b>
Total STEM	25.4	15.5	6.0	34.9	12.9	5.2	23.3	12.9	4.7	31.5	11.2	4.3
College of Agricultural and Environmental Sciences	20.9	14.0	4.7	40.7	15.1	4.7	18.6	12.8	3.5	39.5	15.1	4.7
College of Biological Sciences	25.9	18.5	7.4	33.3	7.4	7.4	25.9	7.4	3.7	33.3	7.4	7.4
College of Engineering	45.9	13.5	2.7	21.6	13.5	2.7	43.2	13.5	2.7	21.6	10.8	2.7
Division of Math and Physical Sciences	22.7	9.1	4.5	36.4	18.2	9.1	18.2	9.1	4.5	27.3	9.1	0.0
Division of Social Sciences	24.2	21.2	6.1	36.4	9.1	3.0	24.2	21.2	6.1	27.3	6.1	3.0
School of Medicine	19.0	13.1	2.4	32.1	22.6	10.7	19.0	11.9	2.4	27.4	20.2	10.7
School of Veterinary Medicine	32.0	12.0	8.0	36.0	8.0	4.0	28.0	12.0	8.0	36.0	8.0	4.0
<b>Associate Professor Rank Merit Review</b>												
<b>Total UC Davis</b>	<b>22.0</b>	<b>15.2</b>	<b>5.6</b>	<b>37.5</b>	<b>14.6</b>	<b>5.0</b>	<b>19.8</b>	<b>12.2</b>	<b>5.2</b>	<b>33.5</b>	<b>11.8</b>	<b>3.4</b>
Total STEM	21.5	13.7	4.6	37.3	16.5	6.3	18.7	11.3	3.9	33.5	14.4	4.6
College of Agricultural and Environmental Sciences	23.0	11.0	0.0	41.0	20.0	5.0	19.0	9.0	0.0	38.0	19.0	5.0
College of Biological Sciences	28.6	7.1	0.0	32.1	21.4	10.7	21.4	7.1	0.0	28.6	17.9	7.1
College of Engineering	15.4	23.1	7.7	32.7	15.4	5.8	15.4	19.2	7.7	26.9	15.4	5.8
Division of Math and Physical Sciences	22.2	7.4	7.4	33.3	18.5	11.1	18.5	7.4	7.4	33.3	11.1	3.7
Division of Social Sciences	25.6	7.0	2.3	48.8	11.6	4.7	25.6	7.0	2.3	44.2	9.3	2.3
School of Medicine	22.2	24.1	9.3	32.4	8.3	3.7	22.2	19.4	8.3	26.9	6.5	2.8
School of Veterinary Medicine	30.3	12.1	9.1	39.4	6.1	3.0	21.2	6.1	6.1	30.3	3.0	0.0
<b>Full Professor Rank Merit Review Steps 1-4</b>												
<b>Total UC Davis</b>	<b>24.8</b>	<b>7.0</b>	<b>2.6</b>	<b>47.3</b>	<b>14.9</b>	<b>3.4</b>	<b>21.0</b>	<b>5.8</b>	<b>1.9</b>	<b>39.2</b>	<b>11.7</b>	<b>2.6</b>
Total STEM	24.8	7.7	2.5	47.2	14.7	3.2	20.8	6.1	1.8	38.4	11.7	2.5
College of Agricultural and Environmental Sciences	29.4	5.0	2.5	46.3	14.4	2.5	24.4	3.8	1.3	35.6	10.6	1.9
College of Biological Sciences	20.8	6.3	2.1	47.9	18.8	4.2	18.8	4.2	2.1	45.8	14.6	2.1
College of Engineering	24.1	11.1	1.9	40.7	18.5	3.7	18.5	9.3	1.9	35.2	13.0	1.9
Division of Math and Physical Sciences	21.7	5.0	1.7	51.7	15.0	5.0	15.0	3.3	0.0	38.3	13.3	5.0
Division of Social Sciences	21.4	11.4	5.7	42.9	14.3	4.3	18.6	10.0	5.7	38.6	14.3	4.3
School of Medicine	21.2	6.0	1.1	50.0	17.4	4.3	18.5	6.0	1.1	40.2	13.6	2.7
School of Veterinary Medicine	28.0	8.0	2.0	52.0	8.0	2.0	26.0	4.0	0.0	40.0	6.0	2.0
<b>Full Professor Rank Merit Review Steps 5+</b>												
<b>Total UC Davis</b>	<b>17.7</b>	<b>3.8</b>	<b>1.3</b>	<b>61.0</b>	<b>13.4</b>	<b>2.7</b>	<b>15.0</b>	<b>2.3</b>	<b>0.8</b>	<b>47.3</b>	<b>10.4</b>	<b>2.2</b>
Total STEM	17.4	3.1	0.6	60.6	14.5	3.9	14.5	2.2	0.6	45.9	11.2	2.9
College of Agricultural and Environmental Sciences	16.8	3.6	0.5	60.5	14.5	4.1	13.6	1.4	0.5	46.8	10.9	2.7
College of Biological Sciences	18.2	0.0	0.0	60.0	14.5	7.3	16.4	0.0	0.0	38.2	14.5	7.3
College of Engineering	13.0	1.3	1.3	61.0	19.5	3.9	10.4	1.3	1.3	49.4	11.7	1.3
Division of Math and Physical Sciences	17.9	4.5	0.0	53.7	19.4	4.5	16.4	4.5	0.0	40.3	16.4	4.5
Division of Social Sciences	18.2	4.5	1.5	62.1	12.1	1.5	18.2	4.5	1.5	42.4	10.6	1.5
School of Medicine	17.0	3.8	2.1	65.1	10.6	1.3	14.5	2.6	1.3	52.8	8.9	1.3
School of Veterinary Medicine	16.4	8.2	0.0	62.3	11.5	1.6	11.5	4.9	0.0	50.8	4.9	1.6

\*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.