

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2010-2015

	Regular Personnel Actions						Accelerated Personnel Actions						All Personnel Actions			
	Reviews			Approved			Reviews			Approved			Reviews	Approved	Denied	Other
	White**	PoC***	URM****	White	PoC	URM	White	PoC	URM	White	PoC	URM				
<b>Promotion to Associate Professor Rank (Tenure Review)</b>																
<b>Total UC Davis</b>	<b>118</b>	<b>53</b>	<b>15</b>	<b>91</b>	<b>41</b>	<b>10</b>	<b>35</b>	<b>18</b>	<b>7</b>	<b>27</b>	<b>15</b>	<b>5</b>	<b>246</b>	<b>189</b>	<b>8</b>	<b>49</b>
Total STEM*	69	29	7	52	20	3	21	10	4	14	7	2	140	98	7	35
College of Agricultural and Environmental Sciences	31	12	3	25	7	0	7	3	1	6	2	1	57	41	3	13
College of Biological Sciences	6	5	2	5	5	2	2	2	2	1	1	1	19	15	0	4
College of Engineering	6	0	0	5	0	0	4	1	0	3	1	0	11	9	0	2
Division of Math and Physical Sciences	2	3	0	1	3	0	4	2	0	3	2	0	11	9	0	2
Division of Social Sciences	13	4	1	8	2	0	1	2	1	0	1	0	22	11	3	8
School of Medicine	34	14	5	28	13	4	5	2	1	5	2	1	61	53	2	6
School of Veterinary Medicine	9	2	0	6	0	0	4	2	0	2	2	0	17	10	0	7
<b>Promotion to Full Professor Rank</b>																
<b>Total UC Davis</b>	<b>122</b>	<b>35</b>	<b>11</b>	<b>90</b>	<b>24</b>	<b>6</b>	<b>46</b>	<b>15</b>	<b>4</b>	<b>29</b>	<b>14</b>	<b>3</b>	<b>233</b>	<b>166</b>	<b>2</b>	<b>65</b>
Total STEM*	74	20	6	55	13	3	30	12	3	18	11	2	145	102	1	42
College of Agricultural and Environmental Sciences	24	12	4	17	6	1	11	5	1	8	5	1	57	38	0	19
College of Biological Sciences	10	0	0	8	0	0	6	1	0	3	1	0	17	12	0	5
College of Engineering	16	1	0	13	1	0	3	1	0	2	1	0	21	17	1	3
Division of Math and Physical Sciences	4	1	0	2	1	0	4	2	2	3	1	1	13	8	0	5
Division of Social Sciences	6	2	1	4	1	1	4	1	0	1	1	0	14	8	0	6
School of Medicine	35	8	3	27	6	2	8	2	0	6	2	0	56	43	0	13
School of Veterinary Medicine	14	4	0	9	4	0	3	0	0	2	0	0	21	15	0	6
<b>Assistant Professor Rank Merit Review</b>																
<b>Total UC Davis</b>	<b>225</b>	<b>104</b>	<b>34</b>	<b>213</b>	<b>90</b>	<b>30</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>378</b>	<b>346</b>	<b>21</b>	<b>11</b>
Total STEM*	126	63	21	121	53	17	8	2	1	6	2	1	221	200	14	7
College of Agricultural and Environmental Sciences	54	26	5	53	26	5	3	0	0	3	0	0	88	87	0	1
College of Biological Sciences	9	6	3	9	3	2	1	1	1	1	1	1	21	17	4	0
College of Engineering	22	8	2	22	7	2	0	0	0	0	0	0	32	31	1	0
Division of Math and Physical Sciences	12	6	3	12	4	1	2	0	0	0	0	0	23	17	1	5
Division of Social Sciences	16	8	3	14	6	3	1	1	0	1	1	0	29	25	4	0
School of Medicine	56	30	9	51	27	9	2	1	1	2	1	1	99	91	6	2
School of Veterinary Medicine	19	6	3	18	5	3	1	0	0	1	0	0	29	27	1	1
<b>Associate Professor Rank Merit Review</b>																
<b>Total UC Davis</b>	<b>277</b>	<b>129</b>	<b>42</b>	<b>258</b>	<b>109</b>	<b>36</b>	<b>50</b>	<b>10</b>	<b>3</b>	<b>41</b>	<b>5</b>	<b>0</b>	<b>511</b>	<b>449</b>	<b>31</b>	<b>31</b>
Total STEM*	151	77	27	140	66	22	26	5	2	21	2	0	288	251	18	19
College of Agricultural and Environmental Sciences	53	28	5	48	26	5	15	2	0	14	1	0	103	94	5	4
College of Biological Sciences	11	10	4	11	9	3	2	0	0	0	0	0	27	23	2	2
College of Engineering	26	16	5	23	14	5	0	0	0	0	0	0	47	42	3	2
Division of Math and Physical Sciences	18	7	5	18	5	3	4	0	0	3	0	0	34	29	0	5
Division of Social Sciences	24	8	3	23	7	3	3	2	1	3	1	0	41	37	1	3
School of Medicine	68	27	10	62	24	9	9	4	1	8	2	0	119	105	7	7
School of Veterinary Medicine	23	8	5	21	5	3	4	0	0	2	0	0	40	31	7	2
<b>Full Professor Rank Merit Review Steps 1-4</b>																
<b>Total UC Davis</b>	<b>377</b>	<b>103</b>	<b>34</b>	<b>318</b>	<b>79</b>	<b>25</b>	<b>182</b>	<b>59</b>	<b>10</b>	<b>161</b>	<b>47</b>	<b>6</b>	<b>765</b>	<b>636</b>	<b>62</b>	<b>67</b>
Total STEM*	223	66	21	190	48	15	101	30	7	88	25	4	448	370	34	44
College of Agricultural and Environmental Sciences	94	19	4	77	11	2	44	16	3	39	15	2	180	146	14	20
College of Biological Sciences	21	10	5	20	7	2	11	4	1	10	2	1	52	42	9	1
College of Engineering	26	8	2	23	5	2	11	2	1	9	1	0	50	40	3	7
Division of Math and Physical Sciences	25	10	4	20	8	3	7	2	1	4	1	0	49	36	5	8
Division of Social Sciences	30	12	4	29	12	4	14	3	1	13	3	1	64	62	0	2
School of Medicine	97	30	11	79	24	8	54	17	2	47	14	1	211	173	19	19
School of Veterinary Medicine	32	6	1	26	4	1	14	5	1	14	4	1	59	50	4	5
<b>Full Professor Rank Merit Review Steps 5+</b>																
<b>Total UC Davis</b>	<b>516</b>	<b>104</b>	<b>20</b>	<b>417</b>	<b>82</b>	<b>15</b>	<b>234</b>	<b>57</b>	<b>15</b>	<b>202</b>	<b>43</b>	<b>12</b>	<b>946</b>	<b>771</b>	<b>86</b>	<b>89</b>
Total STEM*	287	58	14	235	46	10	135	30	8	115	23	7	532	436	52	44
College of Agricultural and Environmental Sciences	103	23	5	83	16	3	61	11	3	53	7	2	206	164	20	22
College of Biological Sciences	34	2	1	29	2	1	9	5	1	6	5	1	52	44	4	4
College of Engineering	43	12	4	37	9	2	12	3	1	12	1	1	75	62	10	3
Division of Math and Physical Sciences	32	10	2	26	8	2	15	2	0	13	2	0	61	51	5	5
Division of Social Sciences	37	6	1	31	6	1	18	6	3	12	6	3	71	59	9	3
School of Medicine	151	27	3	116	22	2	65	18	5	57	15	4	269	216	22	31
School of Veterinary Medicine	35	9	1	30	6	1	23	6	1	22	3	1	75	63	4	8

\*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,

\*\*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.

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2010-2015 (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
<b>Promotion to Associate Professor Rank (Tenure Review)</b>															
<b>Total UC Davis</b>	<b>77.1</b>	<b>78.9</b>	<b>68.2</b>	<b>77.1</b>	<b>74.6</b>	<b>68.2</b>	<b>22.9</b>	<b>25.4</b>	<b>31.8</b>	<b>77.1</b>	<b>77.4</b>	<b>66.7</b>	<b>77.1</b>	<b>83.3</b>	<b>71.4</b>
Total STEM	73.3	69.2	45.5	76.7	74.4	63.6	23.3	25.6	36.4	75.4	69.0	42.9	66.7	70.0	50.0
College of Agricultural and Environmental Sciences	81.6	60.0	25.0	81.6	80.0	75.0	18.4	20.0	25.0	80.6	58.3	0.0	85.7	66.7	100.0
College of Biological Sciences	75.0	85.7	75.0	75.0	71.4	50.0	25.0	28.6	50.0	83.3	100.0	100.0	50.0	50.0	50.0
College of Engineering	80.0	100.0	---	60.0	0.0	---	40.0	100.0	---	83.3	---	---	75.0	100.0	---
Division of Math and Physical Sciences	66.7	100.0	---	33.3	60.0	---	66.7	40.0	---	50.0	100.0	---	75.0	100.0	---
Division of Social Sciences	57.1	50.0	0.0	92.9	66.7	50.0	7.1	33.3	50.0	61.5	50.0	0.0	0.0	50.0	0.0
School of Medicine	84.6	93.8	83.3	87.2	87.5	83.3	12.8	12.5	16.7	82.4	92.9	80.0	100.0	100.0	100.0
School of Veterinary Medicine	61.5	50.0	---	69.2	50.0	---	30.8	50.0	---	66.7	0.0	---	50.0	100.0	---
<b>Promotion to Full Professor Rank</b>															
<b>Total UC Davis</b>	<b>70.8</b>	<b>76.0</b>	<b>60.0</b>	<b>72.6</b>	<b>70.0</b>	<b>73.3</b>	<b>27.4</b>	<b>30.0</b>	<b>26.7</b>	<b>73.8</b>	<b>68.6</b>	<b>54.5</b>	<b>63.0</b>	<b>93.3</b>	<b>75.0</b>
Total STEM	70.2	75.0	55.6	71.2	62.5	66.7	28.8	37.5	33.3	74.3	65.0	50.0	60.0	91.7	66.7
College of Agricultural and Environmental Sciences	71.4	64.7	40.0	68.6	70.6	80.0	31.4	29.4	20.0	70.8	50.0	25.0	72.7	100.0	100.0
College of Biological Sciences	68.8	100.0	---	62.5	0.0	---	37.5	100.0	---	80.0	---	---	50.0	100.0	---
College of Engineering	78.9	100.0	---	84.2	50.0	---	15.8	50.0	---	81.3	100.0	---	66.7	100.0	---
Division of Math and Physical Sciences	62.5	66.7	50.0	50.0	33.3	0.0	50.0	66.7	100.0	50.0	100.0	---	75.0	50.0	50.0
Division of Social Sciences	50.0	66.7	100.0	60.0	66.7	100.0	40.0	33.3	0.0	66.7	50.0	100.0	25.0	100.0	---
School of Medicine	76.7	80.0	66.7	81.4	80.0	100.0	18.6	20.0	0.0	77.1	75.0	66.7	75.0	100.0	---
School of Veterinary Medicine	64.7	100.0	---	82.4	100.0	---	17.6	0.0	---	64.3	100.0	---	66.7	---	---
<b>Assistant Professor Rank Merit Review</b>															
<b>Total UC Davis</b>	<b>94.0</b>	<b>86.9</b>	<b>88.9</b>	<b>95.7</b>	<b>97.2</b>	<b>94.4</b>	<b>4.3</b>	<b>2.8</b>	<b>5.6</b>	<b>94.7</b>	<b>86.5</b>	<b>88.2</b>	<b>80.0</b>	<b>100.0</b>	<b>100.0</b>
Total STEM	94.8	84.6	81.8	94.0	96.9	95.5	6.0	3.1	4.5	96.0	84.1	81.0	75.0	100.0	100.0
College of Agricultural and Environmental Sciences	98.2	100.0	100.0	94.7	100.0	100.0	5.3	0.0	0.0	98.1	100.0	100.0	100.0	---	---
College of Biological Sciences	100.0	57.1	75.0	90.0	85.7	75.0	10.0	14.3	25.0	100.0	50.0	66.7	100.0	100.0	100.0
College of Engineering	100.0	87.5	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	87.5	100.0	---	---	---
Division of Math and Physical Sciences	85.7	66.7	33.3	85.7	100.0	100.0	14.3	0.0	0.0	100.0	66.7	33.3	0.0	---	---
Division of Social Sciences	88.2	77.8	100.0	94.1	88.9	100.0	5.9	11.1	0.0	87.5	75.0	100.0	100.0	100.0	---
School of Medicine	91.4	90.3	100.0	96.6	96.8	90.0	3.4	3.2	10.0	91.1	90.0	100.0	100.0	100.0	100.0
School of Veterinary Medicine	95.0	83.3	100.0	95.0	100.0	100.0	5.0	0.0	0.0	94.7	83.3	100.0	100.0	---	---
<b>Associate Professor Rank Merit Review</b>															
<b>Total UC Davis</b>	<b>91.4</b>	<b>82.0</b>	<b>80.0</b>	<b>84.7</b>	<b>92.8</b>	<b>93.3</b>	<b>15.3</b>	<b>7.2</b>	<b>6.7</b>	<b>93.1</b>	<b>84.5</b>	<b>85.7</b>	<b>82.0</b>	<b>50.0</b>	<b>0.0</b>
Total STEM	91.0	82.9	75.9	85.3	93.9	93.1	14.7	6.1	6.9	92.7	85.7	81.5	80.8	40.0	0.0
College of Agricultural and Environmental Sciences	91.2	90.0	100.0	77.9	93.3	100.0	22.1	6.7	0.0	90.6	92.9	100.0	93.3	50.0	---
College of Biological Sciences	84.6	90.0	75.0	84.6	100.0	100.0	15.4	0.0	0.0	100.0	90.0	75.0	0.0	---	---
College of Engineering	88.5	87.5	100.0	100.0	100.0	100.0	0.0	0.0	0.0	88.5	87.5	100.0	---	---	---
Division of Math and Physical Sciences	95.5	71.4	60.0	81.8	100.0	100.0	18.2	0.0	0.0	100.0	71.4	60.0	75.0	---	---
Division of Social Sciences	96.3	80.0	75.0	88.9	80.0	75.0	11.1	20.0	25.0	95.8	87.5	100.0	100.0	50.0	0.0
School of Medicine	90.9	83.9	81.8	88.3	87.1	90.9	11.7	12.9	9.1	91.2	88.9	90.0	88.9	50.0	0.0
School of Veterinary Medicine	85.2	62.5	60.0	85.2	100.0	100.0	14.8	0.0	0.0	91.3	62.5	60.0	50.0	---	---
<b>Full Professor Rank Merit Review Steps 1-4</b>															
<b>Total UC Davis</b>	<b>85.7</b>	<b>77.8</b>	<b>70.5</b>	<b>67.4</b>	<b>63.6</b>	<b>77.3</b>	<b>32.6</b>	<b>36.4</b>	<b>22.7</b>	<b>84.4</b>	<b>76.7</b>	<b>73.5</b>	<b>88.5</b>	<b>79.7</b>	<b>60.0</b>
Total STEM	85.8	76.0	67.9	68.8	68.8	75.0	31.2	31.3	25.0	85.2	72.7	71.4	87.1	83.3	57.1
College of Agricultural and Environmental Sciences	84.1	74.3	57.1	68.1	54.3	57.1	31.9	45.7	42.9	81.9	57.9	50.0	88.6	93.8	66.7
College of Biological Sciences	93.8	64.3	50.0	65.6	71.4	83.3	34.4	28.6	16.7	95.2	70.0	40.0	90.9	50.0	100.0
College of Engineering	86.5	60.0	66.7	70.3	80.0	66.7	29.7	20.0	33.3	88.5	62.5	100.0	81.8	50.0	0.0
Division of Math and Physical Sciences	75.0	75.0	60.0	78.1	83.3	80.0	21.9	16.7	20.0	80.0	80.0	75.0	57.1	50.0	0.0
Division of Social Sciences	95.5	100.0	100.0	68.2	80.0	80.0	31.8	20.0	20.0	96.7	100.0	100.0	92.9	100.0	100.0
School of Medicine	83.4	80.9	69.2	64.2	63.8	84.6	35.8	36.2	15.4	81.4	80.0	72.7	87.0	82.4	50.0
School of Veterinary Medicine	87.0	72.7	100.0	69.6	54.5	50.0	30.4	45.5	50.0	81.3	66.7	100.0	100.0	80.0	100.0
<b>Full Professor Rank Merit Review Steps 5+</b>															
<b>Total UC Davis</b>	<b>82.5</b>	<b>77.6</b>	<b>77.1</b>	<b>68.8</b>	<b>64.6</b>	<b>57.1</b>	<b>31.2</b>	<b>35.4</b>	<b>42.9</b>	<b>80.8</b>	<b>78.8</b>	<b>75.0</b>	<b>86.3</b>	<b>75.4</b>	<b>80.0</b>
Total STEM	82.9	78.4	77.3	68.0	65.9	63.6	32.0	34.1	36.4	81.9	79.3	71.4	85.2	76.7	87.5
College of Agricultural and Environmental Sciences	82.9	67.6	62.5	62.8	67.6	62.5	37.2	32.4	37.5	80.6	69.6	60.0	86.9	63.6	66.7
College of Biological Sciences	81.4	100.0	100.0	79.1	28.6	50.0	20.9	71.4	50.0	85.3	100.0	100.0	66.7	100.0	100.0
College of Engineering	89.1	66.7	60.0	78.2	80.0	80.0	21.8	20.0	20.0	86.0	75.0	50.0	100.0	33.3	100.0
Division of Math and Physical Sciences	83.0	83.3	100.0	68.1	83.3	100.0	31.9	16.7	0.0	81.3	80.0	100.0	86.7	100.0	---
Division of Social Sciences	78.2	100.0	100.0	67.3	50.0	25.0	32.7	50.0	75.0	83.8	100.0	100.0	66.7	100.0	100.0
School of Medicine	80.1	82.2	75.0	69.9	60.0	37.5	30.1	40.0	62.5	76.8	81.5	66.7	87.7	83.3	80.0
School of Veterinary Medicine	89.7	60.0	100.0	60.3	60.0	50.0	39.7	40.0	50.0	85.7	66.7	100.0	95.7	50.0	100.0

\*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.