

Table 3c. Promotion Review Outcomes by College/Division, Rank, Race/Ethnicity and Gender, 2014-2015

	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						
Promotion to Associate Professor Rank (Tenure Review)																								
Total UC Davis	58	35	10	95	36	12	46	30	8	72	26	7	0	1	1	5	1	0	12	4	1	18	9	5
Total STEM*	37	16	3	53	23	8	28	13	2	38	14	3	0	1	1	4	1	0	9	2	0	11	8	5
College of Agricultural and Environmental Sciences	14	3	0	24	12	4	10	2	0	21	7	1	0	0	0	3	0	0	4	1	0	0	5	3
College of Biological Sciences	5	4	2	3	3	2	3	4	2	3	2	1	0	0	0	0	0	0	2	0	0	0	1	1
College of Engineering	3	1	0	7	0	0	3	1	0	5	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Division of Math and Physical Sciences	4	2	0	2	3	0	4	2	0	0	3	0	0	0	0	0	0	0	0	0	0	2	0	0
Division of Social Sciences	4	4	1	10	2	1	3	3	0	5	0	0	0	1	1	0	1	0	1	0	0	5	1	1
School of Medicine	15	9	3	24	7	3	13	8	2	20	7	3	0	0	0	2	0	0	2	1	1	2	0	0
School of Veterinary Medicine	5	2	0	8	2	0	3	1	0	5	1	0	0	0	0	0	0	0	2	1	0	3	1	0
Promotion to Full Professor Rank																								
Total UC Davis	65	28	10	103	22	5	45	20	5	74	18	4	1	0	0	1	0	0	19	8	5	28	4	1
Total STEM*	36	19	6	68	13	3	24	12	2	49	12	3	1	0	0	0	0	0	11	7	4	19	1	0
College of Agricultural and Environmental Sciences	14	10	4	21	7	1	11	4	1	14	7	1	0	0	0	0	0	0	3	6	3	7	0	0
College of Biological Sciences	5	1	0	11	0	0	3	1	0	8	0	0	0	0	0	0	0	0	2	0	0	3	0	0
College of Engineering	6	1	0	13	1	0	3	1	0	12	1	0	1	0	0	0	0	0	2	0	0	1	0	0
Division of Math and Physical Sciences	1	2	1	7	1	1	0	1	0	5	1	1	0	0	0	0	0	0	1	1	1	2	0	0
Division of Social Sciences	4	1	0	6	2	1	2	1	0	3	1	1	0	0	0	0	0	0	2	0	0	3	1	0
School of Medicine	20	4	2	23	6	1	15	4	2	18	4	0	0	0	0	0	0	0	5	0	0	5	2	1
School of Veterinary Medicine	8	2	0	9	2	0	6	2	0	5	2	0	0	0	0	0	0	0	2	0	0	4	0	0
Assistant Professor Rank Merit Review																								
Total UC Davis	104	53	15	131	54	21	99	47	13	122	46	19	2	6	2	6	5	0	3	0	0	3	3	2
Total STEM*	59	35	12	75	30	10	57	30	10	70	25	8	0	5	2	4	3	0	2	0	0	1	2	2
College of Agricultural and Environmental Sciences	20	13	3	37	13	2	20	13	3	36	13	2	0	0	0	0	0	0	0	0	0	1	0	0
College of Biological Sciences	3	5	2	7	2	2	3	2	1	7	2	2	0	3	1	0	0	0	0	0	0	0	0	0
College of Engineering	16	5	1	6	3	1	16	5	1	6	2	1	0	0	0	0	1	0	0	0	0	0	0	0
Division of Math and Physical Sciences	7	2	1	7	4	2	6	2	1	6	2	0	0	0	0	1	0	0	1	0	0	0	2	2
Division of Social Sciences	6	6	2	11	3	1	6	5	2	9	2	1	0	1	0	2	1	0	0	0	0	0	0	0
School of Medicine	26	11	1	32	20	9	24	11	1	29	17	9	2	0	0	2	2	0	0	0	0	1	1	0
School of Veterinary Medicine	10	4	2	10	2	1	9	3	2	10	2	1	0	1	0	0	0	0	1	0	0	0	0	0
Associate Professor Rank Merit Review																								
Total UC Davis	123	72	24	204	67	21	116	59	22	183	55	14	4	6	2	9	7	3	3	7	0	12	5	4
Total STEM*	67	41	12	110	41	17	62	32	10	99	36	12	3	5	2	4	2	2	2	4	0	7	3	3
College of Agricultural and Environmental Sciences	24	11	0	44	19	5	21	8	0	41	19	5	3	0	0	2	0	0	0	3	0	1	0	0
College of Biological Sciences	7	3	0	6	7	4	6	3	0	5	6	3	0	0	0	0	1	1	1	0	0	1	0	0
College of Engineering	9	11	3	17	5	2	9	9	3	14	5	2	0	2	0	1	0	0	0	0	0	2	0	0
Division of Math and Physical Sciences	9	2	2	13	5	3	9	2	2	12	3	1	0	0	0	0	0	0	0	0	0	1	2	2
Division of Social Sciences	8	8	3	19	2	1	8	7	3	18	1	0	0	1	0	0	0	0	0	0	0	1	1	1
School of Medicine	31	21	8	46	10	3	31	18	7	39	8	2	0	1	1	2	2	1	0	2	0	5	0	0
School of Veterinary Medicine	11	5	4	16	3	1	9	3	3	14	2	0	1	1	1	2	1	1	1	1	0	0	0	0
Full Professor Rank Merit Review Steps 1-4																								
Total UC Davis	180	45	14	379	117	30	158	36	10	321	90	21	6	1	0	30	18	7	16	8	4	28	9	2
Total STEM*	109	30	10	215	66	18	96	23	7	182	50	12	3	1	0	13	12	5	10	6	3	20	4	1
College of Agricultural and Environmental Sciences	51	7	3	87	28	4	45	4	1	71	22	3	2	0	0	7	4	1	4	3	2	9	2	0
College of Biological Sciences	8	5	2	24	9	4	8	4	2	22	5	1	0	1	0	1	4	3	0	0	0	1	0	0
College of Engineering	12	5	1	25	5	2	10	4	1	22	2	1	0	0	0	1	2	0	2	1	0	2	1	1
Division of Math and Physical Sciences	11	3	1	21	9	4	7	2	0	17	7	3	1	0	0	2	1	1	3	1	1	2	1	0
Division of Social Sciences	14	6	3	30	9	2	13	6	3	29	9	2	0	0	0	0	0	0	1	0	0	1	0	0
School of Medicine	44	12	3	107	35	10	39	10	2	87	28	7	1	0	0	12	4	2	4	2	1	8	3	1
School of Veterinary Medicine	16	3	0	30	8	2	16	2	0	24	6	2	0	0	0	3	1	0	0	1	0	3	1	0
Full Professor Rank Merit Review Steps 5+																								
Total UC Davis	159	28	10	591	133	25	141	20	7	478	105	20	8	0	0	56	18	4	10	8	3	57	10	1
Total STEM*	95	14	3	327	74	19	84	11	3	266	58	14	3	0	0	35	10	4	8	3	0	26	6	1
College of Agricultural and Environmental Sciences	34	5	0	130	29	8	29	2	0	107	21	5	2	0	0	12	4	2	3	3	0	11	4	1
College of Biological Sciences	11	0	0	32	7	2	11	0	0	24	7	2	0	0	0	4	0	0	0	0	0	4	0	0
College of Engineering	10	1	1	45	14	4	8	1	1	41	9	2	1	0	0	2	5	2	1	0	0	2	0	0
Division of Math and Physical Sciences	16	2	0	31	10	2	15	2	0	24	8	2	0	0	0	4	1	0	1	0	0	3	1	0
Division of Social Sciences	12	4	2	43	8	2	12	4	2	31	8	2	0	0	0	9	0	0	0	0	0	3	0	0
School of Medicine	43	10	5	173	35	3	37	7	3	136	30	3	2	0	0	16	4	0	4	3	2	21	1	0
School of Veterinary Medicine	9	4	0	49	11	2	7	3	0	45	6	2	1	0	0	1	2	0	1	1	0	3	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.

Table 3c. Promotion Review Outcomes by College/Division, Rank, Race/Ethnicity and Gender, 2014-2015 (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
Promotion to Associate Professor Rank (Tenure Review)												
Total UC Davis	23.6	14.2	4.1	38.6	14.6	4.9	18.7	12.2	3.3	29.3	10.6	2.8
Total STEM	26.4	11.4	2.1	37.9	16.4	5.7	20.0	9.3	1.4	27.1	10.0	2.1
College of Agricultural and Environmental Sciences	24.6	5.3	0.0	42.1	21.1	7.0	17.5	3.5	0.0	36.8	12.3	1.8
College of Biological Sciences	26.3	21.1	10.5	15.8	15.8	10.5	15.8	21.1	10.5	15.8	10.5	5.3
College of Engineering	27.3	9.1	0.0	63.6	0.0	0.0	27.3	9.1	0.0	45.5	0.0	0.0
Division of Math and Physical Sciences	36.4	18.2	0.0	18.2	27.3	0.0	36.4	18.2	0.0	0.0	27.3	0.0
Division of Social Sciences	18.2	18.2	4.5	45.5	9.1	4.5	13.6	13.6	0.0	22.7	0.0	0.0
School of Medicine	24.6	14.8	4.9	39.3	11.5	4.9	21.3	13.1	3.3	32.8	11.5	4.9
School of Veterinary Medicine	29.4	11.8	0.0	47.1	11.8	0.0	17.6	5.9	0.0	29.4	5.9	0.0
Promotion to Full Professor Rank												
Total UC Davis	27.9	12.0	4.3	44.2	9.4	2.1	19.3	8.6	2.1	31.8	7.7	1.7
Total STEM	24.8	13.1	4.1	46.9	9.0	2.1	16.6	8.3	1.4	33.8	8.3	2.1
College of Agricultural and Environmental Sciences	24.6	17.5	7.0	36.8	12.3	1.8	19.3	7.0	1.8	24.6	12.3	1.8
College of Biological Sciences	29.4	5.9	0.0	64.7	0.0	0.0	17.6	5.9	0.0	47.1	0.0	0.0
College of Engineering	28.6	4.8	0.0	61.9	4.8	0.0	14.3	4.8	0.0	57.1	4.8	0.0
Division of Math and Physical Sciences	7.7	15.4	7.7	53.8	7.7	7.7	0.0	7.7	0.0	38.5	7.7	7.7
Division of Social Sciences	28.6	7.1	0.0	42.9	14.3	7.1	14.3	7.1	0.0	21.4	7.1	7.1
School of Medicine	35.7	7.1	3.6	41.1	10.7	1.8	26.8	7.1	3.6	32.1	7.1	0.0
School of Veterinary Medicine	38.1	9.5	0.0	42.9	9.5	0.0	28.6	9.5	0.0	23.8	9.5	0.0
Assistant Professor Rank Merit Review												
Total UC Davis	27.5	14.0	4.0	34.7	14.3	5.6	26.2	12.4	3.4	32.3	12.2	5.0
Total STEM	26.7	15.8	5.4	33.9	13.6	4.5	25.8	13.6	4.5	31.7	11.3	3.6
College of Agricultural and Environmental Sciences	22.7	14.8	3.4	42.0	14.8	2.3	22.7	14.8	3.4	40.9	14.8	2.3
College of Biological Sciences	14.3	23.8	9.5	33.3	9.5	9.5	14.3	9.5	4.8	33.3	9.5	9.5
College of Engineering	50.0	15.6	3.1	18.8	9.4	3.1	50.0	15.6	3.1	18.8	6.3	3.1
Division of Math and Physical Sciences	30.4	8.7	4.3	30.4	17.4	8.7	26.1	8.7	4.3	26.1	8.7	0.0
Division of Social Sciences	20.7	20.7	6.9	37.9	10.3	3.4	20.7	17.2	6.9	31.0	6.9	3.4
School of Medicine	26.3	11.1	1.0	32.3	20.2	9.1	24.2	11.1	1.0	29.3	17.2	9.1
School of Veterinary Medicine	34.5	13.8	6.9	34.5	6.9	3.4	31.0	10.3	6.9	34.5	6.9	3.4
Associate Professor Rank Merit Review												
Total UC Davis	24.1	14.1	4.7	39.9	13.1	4.1	22.7	11.5	4.3	35.8	10.8	2.7
Total STEM	23.3	14.2	4.2	38.2	14.2	5.9	21.5	11.1	3.5	34.4	12.5	4.2
College of Agricultural and Environmental Sciences	23.3	10.7	0.0	42.7	18.4	4.9	20.4	7.8	0.0	39.8	18.4	4.9
College of Biological Sciences	25.9	11.1	0.0	22.2	25.9	14.8	22.2	11.1	0.0	18.5	22.2	11.1
College of Engineering	19.1	23.4	6.4	36.2	10.6	4.3	19.1	19.1	6.4	29.8	10.6	4.3
Division of Math and Physical Sciences	26.5	5.9	5.9	38.2	14.7	8.8	26.5	5.9	5.9	35.3	8.8	2.9
Division of Social Sciences	19.5	19.5	7.3	46.3	4.9	2.4	19.5	17.1	7.3	43.9	2.4	0.0
School of Medicine	26.1	17.6	6.7	38.7	8.4	2.5	26.1	15.1	5.9	32.8	6.7	1.7
School of Veterinary Medicine	27.5	12.5	10.0	40.0	7.5	2.5	22.5	7.5	7.5	35.0	5.0	0.0
Full Professor Rank Merit Review Steps 1-4												
Total UC Davis	23.5	5.9	1.8	49.5	15.3	3.9	20.7	4.7	1.3	42.0	11.8	2.7
Total STEM	24.3	6.7	2.2	48.0	14.7	4.0	21.4	5.1	1.6	40.6	11.2	2.7
College of Agricultural and Environmental Sciences	28.3	3.9	1.7	48.3	15.6	2.2	25.0	2.2	0.6	39.4	12.2	1.7
College of Biological Sciences	15.4	9.6	3.8	46.2	17.3	7.7	15.4	7.7	3.8	42.3	9.6	1.9
College of Engineering	24.0	10.0	2.0	50.0	10.0	4.0	20.0	8.0	2.0	44.0	4.0	2.0
Division of Math and Physical Sciences	22.4	6.1	2.0	42.9	18.4	8.2	14.3	4.1	0.0	34.7	14.3	6.1
Division of Social Sciences	21.9	9.4	4.7	46.9	14.1	3.1	20.3	9.4	4.7	45.3	14.1	3.1
School of Medicine	20.9	5.7	1.4	50.7	16.6	4.7	18.5	4.7	0.9	41.2	13.3	3.3
School of Veterinary Medicine	27.1	5.1	0.0	50.8	13.6	3.4	27.1	3.4	0.0	40.7	10.2	3.4
Full Professor Rank Merit Review Steps 5+												
Total UC Davis	16.8	3.0	1.1	62.5	14.1	2.6	14.9	2.1	0.7	50.5	11.1	2.1
Total STEM	17.9	2.6	0.6	61.5	13.9	3.6	15.8	2.1	0.6	50.0	10.9	2.6
College of Agricultural and Environmental Sciences	16.5	2.4	0.0	63.1	14.1	3.9	14.1	1.0	0.0	51.9	10.2	2.4
College of Biological Sciences	21.2	0.0	0.0	61.5	13.5	3.8	21.2	0.0	0.0	46.2	13.5	3.8
College of Engineering	13.3	1.3	1.3	60.0	18.7	5.3	10.7	1.3	1.3	54.7	12.0	2.7
Division of Math and Physical Sciences	26.2	3.3	0.0	50.8	16.4	3.3	24.6	3.3	0.0	39.3	13.1	3.3
Division of Social Sciences	16.9	5.6	2.8	60.6	11.3	2.8	16.9	5.6	2.8	43.7	11.3	2.8
School of Medicine	16.0	3.7	1.9	64.3	13.0	1.1	13.8	2.6	1.1	50.6	11.2	1.1
School of Veterinary Medicine	12.0	5.3	0.0	65.3	14.7	2.7	9.3	4.0	0.0	60.0	8.0	2.7

*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.

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