

**Attachment to ASAC-9, Personnel Report Dated April 16, 2012
Promotion and Tenure Decisions by Race & Gender
Ten-Year Period 2002-2003 through 2011-2012**

April 5, 2012

2002-2003	Promotion to Professor	6 Females	6 White	2	0	4
		7 Males	7 White	1	0	6
	Award Tenure w/Promotion to Professor	1 Female	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	6 Females	5 White	0	1	4
			1 Hispanic	0	0	1
		8 Males	7 White	0	1	6
			1 Asian	0	0	1
Year Totals		28		3	2	23

Note: Total of 28 candidates (13 Females & 15 Males). Three negative decisions, 2 white females and 1 white male. Two candidates with partial negative actions, one white female and one white male. Total of 23 successful candidates including 9 white females, 1 Hispanic female, 12 white males, and 1 Asian male.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2003-2004	Promotion to Professor	4 Females	4 White	1	0	3
		6 Males	1 Black	0	0	1
			5 White	1	0	4
	Award Tenure as Professional Librarian	2 Males	1 Black	0	0	1
			1 White	0	0	1
	Promotion to Associate Professor w/Tenure	5 Females	4 White	0	0	4
			1 Hispanic	0	0	1
		9 Males	1 Black	0	0	1
			8 White	0	1	7
Year Totals		26		2	1	23

Note: Total of 26 candidates (9 Females & 17 Males). Two negative decisions, 1 white female and 1 white male. One candidate with a partial negative action, 1 white male. Total of 23 successful candidates including 7 white females, 3 black males, 12 white males and 1 Hispanic female.

2004-2005	Promotion to Professor	5 Females	1 Black	0	0	1
			4 White	0	0	4
		3 Males	3 White	0	0	3
	Award Tenure as Professional Librarian	1 Female	1 White	0	0	1
		1 Male	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	10 Females	3 Black	0	1	2
			5 White	0	0	5
			2 Asian	0	0	2
		5 Males	4 White	0	0	4
			1 Asian	0	0	1
Year Totals		25		0	1	24

Note: Total of 25 candidates (16 Females & 9 Males). One candidate with a partial negative action, 1 black female. Total of 24 successful candidates including 3 black females, 10 white females, 2 Asian females, 8 white males and 1 Asian male.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2005-2006	Promotion to Professor	4 Females	4 White	0	0	4
		5 Males	4 White	0	0	4
			1 Asian	0	0	1
	Award Tenure as Professional Librarian	1 Female	1 White	0	0	1
	Award Tenure as Associate Professor	1 Male	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	11 Females	10 White	0	0	10
			1 Hispanic	0	0	1
		9 Males	8 White	0	1	7
			1 Asian	0	0	1
Year Totals		31		0	1	30

Total of 31 candidates (16 Females & 15 Males). One candidate with a partial negative action, 1 white male. Total of 30 successful candidates including 15 white females, 1 Hispanic female, 12 white males and 2 Asian males.

2006-2007	Promotion to Professor	3 Females	3 White	1	0	2
		6 Males	5 White	0	0	5
			1 Hispanic	0	0	1
	Award Tenure as Professional Librarian	1 Male	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	15 Females	1 Black	0	0	1
			9 White	1	0	8
			4 Asian	0	0	4
			1 Hispanic	0	0	1
		19 Males	1 Black	0	0	1
			15 White	1	0	14
			3 Asian	0	0	3
Year Totals		44		3	0	41

Total of 44 candidates (18 Females & 26 Males). Three negative decisions, 2 white females and 1 white male. Total of 41 successful candidates including 1 black female, 10 white females, 4 Asian females, 1 Hispanic female, 1 black male, 20 white males, 3 Asian males and 1 Hispanic male.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2007-2008	Promotion to Professor	4 Females	3 White	0	0	3
			1 Black	1	0	0
		3 Males	3 White	0	0	3
	Award Tenure as Associate Professor	1 Male	1 White	0	0	1
	Promote to Associate Professor	1 Male	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	6 Females	4 White	0	0	4
			1 Black	1	0	0
			1 Asian/Pac Isl	0	0	1
		13 Males	13 White	0	0	13
Year Totals		28		2	0	26

Total of 28 candidates (10 Females & 18 Males). Two negative decisions, two black females. Total of 26 successful candidates including 7 white females, 1 Asian female and 18 white males.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2008-2009	Promotion to Professor	4 Females	3 White	0	0	3
			1 Black*	0	0	1
		5 Males	4 White	0	0	4
			1 Black	0	0	1
	Award Tenure as Associate Professor	1 Female	1 White	0	0	1
	Promote to Associate Professor	1 Female	1 Black	0	0	1
	Promotion to Associate Professor w/Tenure	17 Females	13 White	0	0	13
			3 Black	0	0	3
			1 Asian	1	0	0
		11 Males	7 White	0	0	7
			1 Black	0	0	1
			1 Asian/Pac Isl	0	0	1
			2 Hispanic	0	0	2
Year Totals		39		1	0	38

Total of 39 candidates (23 Females & 16 Males). One candidate with negative action, 1 Asian female. Total of 38 successful candidates including 17 white females, 5 black females (*Includes 1 black female with negative decision in 2007-2008), 11 white males, 2 black males, 1 Asian male, and 2 Hispanic males.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2009-2010	Promotion to Professor	4 Females	4 White	0	0	4
		2 Males	1 White	0	0	1
			1 Asian	0	0	1
	Award Tenure as Associate Professor	3 Females	2 White	0	0	2
			1 Black	0	0	1

		2 Males	2 White	0	0	2
	Award Tenure as Professional Librarian	1 Female	1 White	0	0	1
	Promotion to Associate Professor w/Tenure	12 Females	6 White	0	0	6
			2 Black	1	0	1
			2 American Indian	0	0	2
			2 Asian	0	0	2
		8 Males	8 White	0	0	8
Year Totals		32		1	0	31

Total of 32 candidates (20 Females & 12 Males). One negative decision, 1 Black female. Total of 31 successful candidates including 13 White females, 2 Black females, 2 American Indian females, 2 Asian females, 11 White males and 1 Asian male.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2010-2011	Promotion to Professor	3 Females	3 White	0	0	3
		5 Males	5 White	0	0	5
	Award Tenure	1 Female	1 White	0	0	1
		2 Males	2 White	0	0	2
	Promotion to Associate Professor w/Tenure	9 Females	8 White	0	0	8
			1 Asian	0	0	1
		15 Males	8 White	0	0	8
			2 Black	0	0	2
			3 Asian	0	0	3
			2 Undisclosed	1	0	1
Year Totals		35		1	0	34

Note: Total of 35 candidates (13 Females & 22 Males). One negative action, 1 male, race undisclosed. Total of 34 successful candidates including 12 white females, 1 Asian female, 15 white males, 2 black males, 3 Asian males, and 1 male, race undisclosed.

Year	Action	Gender	Race	Negative Decision	Partial Negative Action	Positive Action
2011-2012	Promotion to Professor	1 Female	1 White	0	0	1
		2 Males	2 White	0	0	2
	Award Tenure as Professional Librarian	1 Female	1 White	0	0	1
		1 Male	1 White	0	0	1
	Award Tenure as Associate Professor	1 Female	1 White	1	0	0
		1 Male	1 Asian	0	0	1
	Promotion to Associate Professor w/Tenure	10 Females	9 White	0	0	9
			1 American Indian	0	0	1
			6 White	0	0	6
			2 Asian	1	0	1
			1 Undisclosed	0	0	1
Year Totals				2	0	24

Note: Total of 26 candidates (13 Females & 13 Males). Two negative actions, 1 white female and 1 Asian male. Total of 24 successful candidates including 1 American Indian female, 11 white females, 1 Asian male, 1 undisclosed male and 10 white males.

* 2011-2012 actions that involve conferral of tenure are pending BOT approval.