Information Item

Affirmative Action Program Update and Promotion and Tenure Decisions by Race and Gender

Background Information

Changes in legislation governing UNCG’s employment of members of protected groups are summarized, and faculty employment patterns by category for the period 2011 to 2015 are presented. In addition, faculty promotion and tenure decisions by race and gender are presented for the ten-year period 2005/2006 through 2014/2015. There were a total of 349 tenure and/or promotion decisions over this ten-year period and 10 (2.8%) of these decisions were negative. Women, blacks and Asians are somewhat over-represented among the negative decisions. Seven (70%) of the negative decisions were women, 3 (30%) were blacks and 2 (20%) were Asians. This finding will prompt review and discussion of faculty mentoring and evaluation practices to ensure adequate support is being provided to all faculty.

Attached Documents

Affirmative Action Program Presentation EQFA-5.1
Ten-year Promotion and Tenure Decisions by Race and Gender Chart EQFA-5.2

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