Time to Promotion from Associate to Full Professor

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Overview

• There is no mandatory clock for promotion to full
• Length of time to promotion from associate professor to professor varies among colleges
• Most common times are between 4 and 9 years (large bubbles on the next page)
  – 6 years is the most common time in Textiles, Engineering, CALS
  – 5 years in Sciences, 7 years in CVM, 9 years in Education
  – Other colleges don’t have clear pattern
Looking at Just Faculty Appointed since 2000

Incidence of Promotion from Associate to Full Professor
Associate Professors Appointed from 2000 to 2013
Stratified by Starting College
Over the Long Term

• Most associate professors are promoted to full professor
  – 51% - 65%: Textiles, PCOM, CVM, CED, CHASS, CNR
  – 68% -77%: CALS, Sciences, Engineering
## Cumulative Incidence of Promotion to Full Professor

<table>
<thead>
<tr>
<th>College</th>
<th>N</th>
<th>Cumulative Incidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>CALS</td>
<td>279</td>
<td>78%</td>
</tr>
<tr>
<td>CHASS</td>
<td>184</td>
<td>51%</td>
</tr>
<tr>
<td>CNR</td>
<td>53</td>
<td>65%</td>
</tr>
<tr>
<td>Engineering</td>
<td>184</td>
<td>68%</td>
</tr>
<tr>
<td>Sciences</td>
<td>129</td>
<td>77%</td>
</tr>
<tr>
<td>Design</td>
<td>29</td>
<td>17%</td>
</tr>
<tr>
<td>Education</td>
<td>72</td>
<td>51%</td>
</tr>
<tr>
<td>Management</td>
<td>47</td>
<td>54%</td>
</tr>
<tr>
<td>Textiles</td>
<td>36</td>
<td>59%</td>
</tr>
<tr>
<td>CVM</td>
<td>83</td>
<td>53%</td>
</tr>
</tbody>
</table>
Fate of Associate Professors
Appointed Between 1991 and 2002

- CVM
- Textiles
- Management
- Education
- Design
- Sciences
- Engineering
- CNR
- CHASS
- CALS

Legend:
- Promoted to Full Professor
- Still Associate in 2014
- Departed as Associate

0% 20% 40% 60% 80% 100%
Results by Gender
Associate Professors Appointed from 1991-2013

• Time to promotion is similar for men and women within college groupings
  – Median time to promotion is 6 years in CALS, Engineering, Sciences for both men and women
  – Median time to promotion is about 13 years for women and 14 years for men in other colleges (excluding Design)

• Incidence of promotion is also similar for men and women

<table>
<thead>
<tr>
<th>College Group</th>
<th>Gender</th>
<th>N</th>
<th>Cumulative Incidence (with 95% conf interval)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CALS, Engineering, Sciences</td>
<td>F</td>
<td>122</td>
<td>76% (65-85%)</td>
</tr>
<tr>
<td></td>
<td>M</td>
<td>470</td>
<td>74% (69-79%)</td>
</tr>
<tr>
<td>CHASS, Education, PCOM, Textiles, CNR, CVM</td>
<td>F</td>
<td>181</td>
<td>53% (42-61%)</td>
</tr>
<tr>
<td></td>
<td>M</td>
<td>294</td>
<td>54% (47-60%)</td>
</tr>
</tbody>
</table>
Incidence of Promotion from Associate to Full Professor

Associate Professors Appointed from 1991 to 2013

By College Group and Gender

CALS, Engineering, Sciences

CHASS, PCOM, Textiles, CVM, CNR, Education
Fate of Associate Professors Appointed Between 1991 and 2002

- Other Colleges Male
- Other Colleges Female
- CALS, COS, COE Male
- CALS, COS, COE Female

- Promoted to Full Professor
- Still Associate in 2014
- Departed as Associate
Results for URM Faculty

• Time to promotion is similar for URM and other faculty in CALS, Sciences, Engineering
  – Median is about 7 years for URM faculty, 6 years for others

• In other colleges (excludes Design) there is a significant difference (p-value=.06) in time to promotion for URM vs other faculty
  – Median is about 13 years for non-URM faculty, could not be estimated for URM faculty
Cumulative Incidence of Promotion to Full Professor For Underrepresented Minority Faculty Appointed as Associate Professor from 1991 to 2013

<table>
<thead>
<tr>
<th>College Group</th>
<th>Race/Ethnicity</th>
<th>N</th>
<th>Cumulative Incidence (with 95% conf interval)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CALS, Engineering, Sciences</td>
<td>URM</td>
<td>41</td>
<td>74% (49-88%)</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>551</td>
<td>75% (70-79%)</td>
</tr>
<tr>
<td>CHASS, Education, PCOM, Textiles, CNR, CVM</td>
<td>URM</td>
<td>59</td>
<td>38% (23-53%)</td>
</tr>
<tr>
<td></td>
<td>Other</td>
<td>416</td>
<td>56% (50-62%)</td>
</tr>
</tbody>
</table>
Fate of Associate Professors Appointed Between 1991 and 2002

- **Other Colleges non-URM**
  - Promoted to Full Professor: 40%
  - Still Associate in 2014: 20%
  - Departed as Associate: 40%

- **Other Colleges URM**
  - Promoted to Full Professor: 80%
  - Still Associate in 2014: 0%
  - Departed as Associate: 20%

- **CALS, COS, COE non-URM**
  - Promoted to Full Professor: 60%
  - Still Associate in 2014: 20%
  - Departed as Associate: 20%

- **CALS, COS, COE URM**
  - Promoted to Full Professor: 80%
  - Still Associate in 2014: 0%
  - Departed as Associate: 20%
Summary

Time to Promotion to Full Professor:

• Varies among colleges
• Similar for men and women within college groupings
• Similar for URM and other faculty in CALS, Sciences, Engineering
• Longer for URM faculty than others in CHASS, Education, PCOM, CNR, CVM, Textiles