

# Promotion & Tenure Decisions

University-Wide  
2002/03 – 2008/09

## 2002-03 P&T Decisions Polytechnic, Tempe, and West Campuses

### Promotion & Tenure = (39)\*

- Granted (28) [15 males, 13 females]
- Denied (3) [2 males, 1 female]
  - one filed a grievance, a 2-year tenure clock extension was granted; FOLLOW-UP:
    - 1) reviewed in 2004/05 and promotion was granted with another two-year extension to tenure clock; reviewed tenure in 2006/07, and.
    - 2) review 2006-07 resulted in the granting of tenure effective 2007/08.
  - two terminations.
- Pending (8) [2 males, 6 females]
  - Three were early (no extension of tenure clock necessary); FOLLOW-UP:
    - 1) of those three, two have since gone through P&T reviews and were granted both; one is pending review 2006/07.
    - 2) review in 2006/07 resulted in promotion and tenure granted effective 2007/08.
  - one was given an extension and pending review 2005/06; FOLLOW-UP: granted second extension and pending P&T review 2007/08. ADDITIONAL FOLLOW-UP: materials not submitted for 2007/08 review, granted terminal contract 2008/09.
  - four of these were promoted to Associate Professor and granted a two-year extension to the tenure clock; FOLLOW-UP: The four were since reviewed and three of the four were granted tenure; the fourth person was denied tenure and given a terminal contract.
- Fall 2007 Status: 35 granted tenure, 4 denied
- \*Please note ethnicity is not reflected in the data for any year in this presentation to avoid inadvertently identifying individuals.

## Tenure or Promotion Only Cases 2002-03 University-Wide

### Tenure Only (6) [Associate Professor]

- Granted (4) [1 male, 3 females]
- Denied (2) [1 male, 1 female]
  - with extension of tenure clock in exploration of alternative appointment; FOLLOW-UP: Moved to non-tenure track appointments.

### Promotion Only (33) – [Associate Professor to Professor]

- Granted (20) [14 males, 6 females]
  - includes one who was denied, then promoted after further information was provided
- Denied (12) [7 males, 5 females]
  - FOLLOW-UP: one (male) came up for new review and was promoted.
- Pending (1) [female]
  - FOLLOW-UP: one (female) decided to retire, now counted as denied.

## 2003-04 P&T Decisions Polytechnic, Tempe, and West Campuses

### Promotion & Tenure = (35)

- Granted (24) [9 males, 15 females]
  - three were considered Exemplar cases – one of which was promoted from Assistant to Professor.
  - one was also promoted from Associate to Professor
- Denied (0)
- Pending (10) [3 males, 7 females]
  - two of these were early (no extension of tenure clock necessary); FOLLOW-UP: one was granted promotion & tenure, the other was granted a terminal contract.
  - four of these were promoted to Associate Professor and granted a two-year extension to the tenure clock; FOLLOW-UP: all four were granted tenure.
  - four were granted tenure clock extensions and not promoted at this time; FOLLOW-UP: 3 were granted promotion & tenure; 1 resigned.
- Withdrew (1) [male]
  - candidate was going to transfer to another campus – changed mind – granted terminal contract for 2004/05.

Fall 2007 Status: 32 granted tenure, 2 denied, 1 resigned

## Tenure or Promotion Only Cases 2003-04 University-Wide

### Tenure Only (5) [Associate Professor]

- Granted (4) [4 males]
  - includes two Exemplar cases
- Denied (1) [male]

### Promotion Only (23) – [Associate Professor to Professor]

- Granted (17) [11 males, 6 females]
  - includes one expedited review (out of cycle)
- Denied (6) [4 males, 2 females]
  - FOLLOW-UP: One female came up for a new review and was granted promotion effective 2007/08; one male came up for new review and was granted promotion effective 2009/10.

## 2004-05 P&T Decisions Polytechnic, Tempe, and West Campuses

### Promotion & Tenure = (26)

- Granted (15) [6 males, 9 females]
  - four were considered EXEMPLAR cases;
  - one of those four was an expedited review (out of cycle)
  
- Denied (1) [1 male]
  
- Pending (9) [6 males, 3 females]
  - five of these were promoted to Associate Professor and granted a two-year extension to the tenure clock; FOLLOW-UP:
    - 1) two were granted tenure and three have pending tenure reviews.
    - 2) all three pending tenure reviews were granted tenure effective 2007/08.
  - one was promoted to Associate Professor and granted a three-year extension of tenure clock (tenure review pending 2007/08); FOLLOW-UP: resigned
  - one was promoted early (no extension to tenure clock was necessary with the early review); FOLLOW-UP: resigned.
  - two were given tenure clock extensions and not promoted at this time; FOLLOW-UP:
    - 1) one was granted promotion & tenure, one has P&T review pending 2006/07.
    - 2) pending review in 2006/07 resulted in the granting of tenure effective 2007/08.
  
- Withdrew (1) [1 male]
  - candidate resigned tenure-track position to accept sr. lecturer position

Fall 2008 Status: 22 granted tenure, 1 denied, 3 resigned

## Tenure or Promotion Only Cases 2004-05 University-Wide

### Tenure Only (4) [Associate Professor]

- Granted (2) [1 male, 1 female]
- Denied (1) [male] – had been pending from 2002-03
- Pending (1) [male] – two year extension of tenure clock (pending review 2006/07); FOLLOW UP: Moved to a non-tenure track appointment

### Promotion Only (26) – [Associate Professor to Professor]

- Granted (13) [8 males, 5 females]
- Denied (13) [10 males, 3 females] – one was moved to a non-tenure track appointment; FOLLOW-UP:
  - one was moved to a non-tenure track appointment.
  - four have come up for new reviews and were granted promotion effective 2006/07.
  - two have come up for new reviews and have been granted promotion effective 2007/08
  - one has come up for new review and has been granted promotion effective 2009/10

### Special Review (1) [male]

- Research Professor reclassified as Professor in probationary track (3 year clock to obtain tenure); FOLLOW-UP: granted tenure.

## 2005-06 P&T Decisions Polytechnic, Tempe, and West Campuses

- **Promotion & Tenure = (46)**
- **Granted (30) [15 males, 15 females]**
  - four were considered Exemplar cases;
  - three were early reviews (1 male, 2 females)
  - one was pending from previous review
- **Denied (8) [3 males, 5 females]**
- **Pending (8) [4 males, 4 females]**
  - two of these were promoted to Associate Professor and granted a two-year extension to the tenure clock; FOLLOW-UP: one was given an expedited review and granted tenure effective 1/1/07; the second candidate received an expedited review and was granted tenure effective 2008/09
  - one was promoted early (no extension to tenure clock was necessary with the early review); FOLLOW-UP: reviewed and granted tenure effective 2008/09
  - four were given two-year tenure clock extensions to 2007/08 and not promoted at this time; FOLLOW-UP: three were granted terminal contracts for 2008/09; the fourth was granted promotion and tenure effective 2008/09
  - one was an early review so no extension of tenure clock was needed; FOLLOW-UP: reviewed and granted promotion and tenure effective 2008/09.

Fall 2008 Status: 35 granted tenure, 11 denied

## Tenure or Promotion Only Cases 2005-06 University Wide

### Tenure Only (9) [Associate Professor]

- Granted (9) [4 males, 5 females]
  - six of these were pending from previous p&t reviews

### Promotion Only (23) – [Associate Professor to Professor]

- Granted (19) [13 males, 6 females]
  - two were considered Exemplar cases
  - four were pending from previous promotion reviews
  - three were expedited reviews (out of cycle)
- Denied (3) [3 males]  
FOLLOW-UP: all three came up for review 2007/08, two were granted promotion effective 2008/09, one was denied
- Withdrew (1) – accepted position at another institution

## 2006-07 P&T Decisions Downtown, Polytechnic, Tempe, and West Campuses

- **Promotion & Tenure = (38)**
- **Granted (29) [18 males, 11 females]**
  - five were considered Exemplar cases; one of which was promoted from assistant to professor
  - two of the 29 were expedited reviews (out of cycle)
  - one was promoted from associate to professor
- **Denied (5) [4 males, 1 female]**
- **Pending (4) [2 males, 2 females]**
  - four were given an extension with pending review 2007/08. FOLLOW-UP: two were given second year of extension; two went through expedited reviews and were granted promotion and tenure effective 2008/09. ADDITIONAL FOLLOW-UP: for the two candidates given the second year extension, one was reviewed and granted promotion and tenure effective 2009/10 and one is pending.
- **Fall 2009 status: 32 granted tenure; 5 denied; 1 pending**

## Tenure or Promotion Only Cases 2006-07 University Wide

### Tenure Only (7) [Associate Professor]

- Granted (6) [4 males, 2 females]
- Denied (1) [1 male]
  - no extension was necessary with this early review

### Promotion Only (21) – [Associate Professor to Professor]

- Granted (18) [13 males, 5 females]
  - one case was considered Exemplar
  - one case was an expedited review (out of cycle)
- Denied (3) [3 males]

## 2007-08 P&T Decisions Downtown, Polytechnic, Tempe, and West Campuses

### Promotion & Tenure = (61)

- Granted (52) [30 males, 22 females]
  - four were considered Exemplar cases; one of which was promoted from assistant to professor
  - four of the 52 were expedited reviews (out of cycle)
  - five were promoted from associate to professor
- Denied (6) [3 males, 3 females]
  - FOLLOW-UP: Re-review resulted in granting of tenure and promotion effective 2009/10 [1 male]
- Pending (3) [2 males, 1 females]
  - Three were given 2-yr extensions with pending review 2009/10

## Tenure or Promotion Only Cases 2007-08 University Wide

### Tenure Only (11) [10 Associate Professor, 1 Professor]

- Granted (11) [8 males, 3 females]
  - One case was considered Exemplar
- Denied (0)

### Promotion Only (22) – [Associate Professor to Professor]

- Granted (17) [11 males, 6 females]
  - one case was considered Exemplar
  - three cases were expedited reviews (out of cycle)
- Denied (5) [3 males, 2 females]

## 2008-09 P&T Decisions Downtown, Polytechnic, Tempe, and West Campuses

- **Promotion & Tenure = (37)**
- **Granted (30) [19 males, 11 females]**
  - five were considered Exemplar cases; [4 males, 1 female]
  - three of the 30 were expedited reviews (out of cycle) [2 male, 1 female]
  - one was promoted from associate to professor [female]
  - two were re-reviews of a cases from 2007/08
  - one was reviewed for tenure only but granted promotion to professor as well
- **Denied (3) [2 males, 1 female]**
- **Pending (4) [0 males, 4 females]**
  - three were given 2-yr extensions with pending review 2010/11
  - one was given yet another 1-yr extension w/pending review 2009/10
- **Fall 2009 status: 30 granted tenure; 3 denied; 4 pending**

## Tenure or Promotion Only Cases 2008-09 University Wide

### Tenure Only (10) [9 Associate Professors, 1 Professor]

- Granted (8) [5 males, 3 females]
- Denied (1) [1 male]
- Pending (1) [1 male]
  - One given a 2-yr extension with pending review 2010/11

### Promotion Only (20) – [Associate Professor to Professor]

- Granted (17) [12 males, 5 females]
  - one case was considered Exemplar [1 female]
- Denied (3) [3 males]