

October 5, 2017

To: Committee on Academic and Student Affairs, Board of Governors

From: Barbara A. Lee 

Re: Faculty Appointments, Promotions, and Reappointments to and within the Tenured Ranks during Academic Year 2016-2017

Enclosed are the Faculty Tenure Appointment, Reappointment, and Promotion Tables for Academic Year 2016-2017. The data presented in these tables provide a comprehensive analysis of the personnel actions to and within the tenured faculty ranks during the previous academic year. In addition, the tables provide information on the rank and demographic profile of the entire faculty. Caution should be used in interpreting year-to-year variations due to the changing composition and circumstances of the pool of candidates.

This is the second year that faculty ranks and the promotion review and appointment processes for Legacy UMDNJ faculty have been integrated into the Rutgers system, so data for these faculty members are included in this report, although full comparison data is not available.

Please note the following summary points:

- *Table 1* indicates the number and distribution of new tenured faculty appointments for Rutgers as a whole and for each unit. Twenty-two new tenured appointment offers were made and twenty-one were accepted. (A report of the 2016-2017 New Faculty Appointments has been submitted separately to the Committee.) Three of the new tenured appointments were administrative appointments.
- *Table 2* presents the faculty promotion success rate for all 157 candidates to and within the tenured ranks, by rank, and for each university campus, RBHS, and the University Libraries. The overall promotion success rate was 92% (145 of 157) with some variations across units. Caution must be used in comparing success rates for specific ranks across campuses because of small cell sizes. The promotion success rate for candidates to the Distinguished Professor rank was 88% (15 of 17), to the Professor I rank was 95% (59 of 62), and to the Associate Professor rank was 91% (71 of 78). *Tables 2A through 2E* provide similar data for the academic units of each campus, RBHS, and the Libraries.
- *Table 3* indicates that the promotion success rate for minority faculty in 2016-2017 was 88% (29 of 33) compared to a success rate for White faculty of 92% (72 of 78). Faculty members categorized as “undeclared” comprised 29% of the group (46 of 157) and had a promotion success rate of 96% (44 of 46). *Tables 3A to 3E* provide success rates for minority faculty for each campus, RBHS, and the Libraries.

In the previous year, 2015-2016 (*Table 3F*), the minority faculty success rate was 91% (31 of 34) and the success rate for White faculty was 92% (85 of 92), with an overall success rate of 93% (141 of 151).

Over the past three years, 2014-2015 through 2016-2017, the promotion success rate for minority faculty was 89% (93 of 104), for White faculty 93% (224 of 240), for “undeclared” faculty 97% (77 of 79), and overall 93% (394 of 423).

- *Table 4* indicates that the overall promotion rate for female faculty in 2016-2017 was 99% (71 of 72) compared to 88% (74 of 85) for male faculty. *Tables 4A to 4E* provide success rates for female and male faculty for each campus, RBHS, and the Libraries.

In the previous year, 2015-2016 (*Table 4F*), the female faculty success rate was 98% (61 of 62) compared to 90% (80 of 89) for male faculty. The overall success rate was 93% (141 of 151).

Over the past three academic years, 2014-2015 through 2016-2017, the promotion success rate for female faculty was 98% (181 of 185), for male faculty 90% (214 of 238), and overall success rate 93% (395 of 423).

- *Table 5* provides a comparison of Rutgers promotion rates to and within the tenure ranks for the last four years for each campus. The overall promotion rate for the four-year period is 93% (499 of 534). *Tables 5A through 5D* provide similar data for the academic units of each campus, and for the Libraries. Comparable data for RBHS are not available.
- *Table 6* lists the number of candidates awarded tenure as a result of promotion or reappointment in 2016-2017 and the success rate of the award of tenure at any rank across units. The overall rate of tenure awarded was 92% (78 of 85) over all ranks. *Tables 6A through 6E* provide the same information by academic unit for each of the campuses, RBHS, and the Libraries. In 2015-2016, the overall rate of tenure awarded was 98% (80 of 82) (data from *Tables 7F and 8F*).

Please note that these data do not reflect assistant professors who were not renewed for reappointment after their first three-year appointment term or those who left the University prior to being considered for tenure in their sixth year as an assistant professor.

- *Table 7* indicates that the tenure award rate as a result of promotion or reappointment for minority faculty in 2016-2017 was 82% (14 of 17), the tenure award rate for White faculty 88% (22 of 25), and the tenure award rate for “undeclared” faculty 98% (42 of 43). *Tables 7A through 7E* provide the same information for each campus, RBHS, and the Libraries.

In the previous year, 2015-2016 (*Table 7F*), the minority faculty tenure award rate was 100% (18 of 18), and the rate for White faculty was 95% (39 of 41), with an overall tenure rate of 98% (80 of 82).

Over the past three academic years, 2014-2015 through 2016-2017, the tenure award rate for minority faculty was 93% (52 of 56), for White faculty 93% (84 of 90), and for “undeclared” faculty 99% (70 of 71), with an overall tenure award rate of 95% (206 of 217).

- *Table 8* indicates that as a result of promotion or reappointment, the tenure award rate for female faculty was 98% (40 of 41) compared to a rate of 86% (38 of 44) for male faculty. *Tables 8A through 8E* provide the tenure award rates by gender for each campus, RBHS, and the Libraries.

In the previous year, 2015-2016 (*Table 8F*), the tenure award success rate for female faculty was 100% (38 of 38) and the success rate for male faculty was 95% (42 of 44), with an overall success rate of 98% (80 of 82).

Over the past three academic years, 2014-2015 through 2016-2017, the tenure award rate for female faculty was 97% (106 of 109) and for male faculty 93% (100 of 108), with an overall success rate of 95% (206 of 217).

- *Table 9* provides the number of promotion and reappointment candidates awarded tenure and the tenure award success rate for the last four academic years. The overall tenure rate in 2016-2017 was 92% (78 of 85). The overall tenure rate for the four year period is 95% (259 of 273). As noted above, caution must be exercised in interpreting campus rate changes over time because of cell size and the composition of the candidate pool. *Tables 9A through 9D* provide similar data for the academic units of each campus, and the Libraries. Comparable data for RBHS are not available.
- *Table 10* provides the age distribution of tenured faculty by rank, at the end of the 2016-2017 academic year. The percentage of tenured faculty members aged sixty and older is 48% (945 of 1975).
- *Table 11* provides a five-year overview of the legacy RU faculty composition by rank, racial/ethnic group, and gender. Of the 2,887 full-time faculty in 2016-2017, 62% are at the rank of Associate Professor or higher, 17% are minorities, 9% are non-resident aliens, and 41% are female.

Table 11 also provides a four-year overview of RBHS data. Of the 1535 full-time faculty in 2016-2017, 46% are at the rank of Associate Professor or higher, 27% are minorities, 7% are non-resident aliens, and 50% are female.

Attachment

c: Nancy Cantor
Debasish Dutta
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TABLE 1
NEW APPOINTMENTS WITH TENURE 2016-2017

CAMPUS/UNIT	TOTAL CANDIDATES		AT RANK OF DISTINGUISHED PROF		AT RANK OF PROFESSOR I		AT RANK OF ASSOCIATE PROF	
	Offers	Offers	Offers	Offers	Offers	Offers	Offers	Offers
	Proposed	Accepted	Proposed	Accepted	Proposed	Accepted	Proposed	Accepted
<u>CAMDEN</u>								
Nursing	0	0	0	0	0	0	0	0
FAS-Camden	0	0	0	0	0	0	0	0
LAW-Camden	0	0	0	0	0	0	0	0
SB-Camden	0	0	0	0	0	0	0	0
Camden Total	0	0	0	0	0	0	0	0
<u>NEWARK</u>								
FAS-Newark	2	2	1	1	0	0	1	1
LAW-Newark	0	0	0	0	0	0	0	0
RBS	1	1	0	0	1	1	0	0
SCJ	0	0	0	0	0	0	0	0
SPAA	1	1	0	0	0	0	1	1
Newark Total	4	4	1	1	1	1	2	2
<u>NEW BRUNSWICK</u>								
EJB	0	0	0	0	0	0	0	0
GSAPP	0	0	0	0	0	0	0	0
GSE	0	0	0	0	0	0	0	0
MGSA	0	0	0	0	0	0	0	0
RUL	0	0	0	0	0	0	0	0
SAS	7	7	2	2	0	0	5	5
SCI	2	2	0	0	1	1	1	1
SEBS	2	2	0	0	1	1	1	1
SEBS EXT	0	0	0	0	0	0	0	0
SMLR	0	0	0	0	0	0	0	0
SOE	3	2	1	1*	1	1	1	0
SSW	0	0	0	0	0	0	0	0
New Brunswick Total	14	13	3	3	3	3	8	7
<u>RBHS</u>								
CNN	0	0	0	0	0	0	0	0
EMSP	0	0	0	0	0	0	0	0
NJMS	1	1	0	0	1	1	0	0
RWJMS	2	2	0	0	2	2*	0	0
SDM	0	0	0	0	0	0	0	0
SNN	0	0	0	0	0	0	0	0
SHP	0	0	0	0	0	0	0	0
SPH	1	1	0	0	1	1*	0	0
RBHS Total	4	4	0	0	4	4	0	0
UNIVERSITY TOTAL	22	21	4	4	8	8	10	9

* Administrative Appointment

TABLE 2

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹

UNIVERSITY-WIDE

CAMPUS	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ^{3,4}			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Camden	17	14	82%	1	1	100%	6	5	83%	10	8	80%
Newark	36	32	89%	3	2	67%	12	11	92%	21	19	90%
New Brunswick	85	81	95%	10	9	90%	37	36	97%	38	36	95%
RBHS	15	14	93%	3	3	100%	6	6	100%	6	5	83%
Univ Libraries	4	4	100%	0	0	-	1	1	100%	3	3	100%
TOTAL	157	145	92%	17	15	88%	62	59	95%	78	71	91%

¹ All candidates evaluated in academic year 2016-2017.² Tenure awarded at the rank of Associate Professor unless otherwise noted.³ Six awards of tenure at the rank of Professor I.⁴ One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 2A

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY UNIT

CAMDEN

UNIT	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
FAS-Camden	13	11	85%	1	1	100%	2	2	100%	10	8	80%
Law-Camden	1	1	100%	0	0	~	1	1	100%	0	0	~
SB-Camden	2	1	50%	0	0	~	2	1	50%	0	0	~
SN-Camden	1	1	100%	0	0	~	1	1	100%	0	0	~
TOTAL	17	14	82%	1	1	100%	6	5	83%	10	8	80%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Two awards of tenure at the rank of Professor I.

TABLE 2B

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY UNIT

NEWARK

UNIT	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ^{3,4}			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
FAS-Newark	24	22	92%	2	1	50%	7	7	100%	1.5	14	93%
Law-Newark	5	4	80%	0	0	~	4	3	75%	1	1	100%
RBS	6	5	83%	0	0	~	1	1	100%	5	4	80%
SCJ	1	1	100%	1	1	100%	0	0	~	0	0	~
SPAA	0	0	~	0	0	~	0	0	~	0	0	~
TOTAL	36	32	89%	3	2	67%	12	11	92%	21	19	90%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Three awards of tenure at the rank of Professor I.

⁴One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 2C

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY UNIT

NEW BRUNSWICK

UNIT	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
EJB	2	1	50%	1	0	0%	1	1	100%	0	0	~
GSAPP	1	1	100%	0	0	~	0	0	~	1	1	100%
GSE	3	3	100%	1	1	100%	1	1	100%	1	1	100%
MGSA	4	4	100%	0	0	~	1	1	100%	3	3	100%
SAS	41	41	100%	5	5	100%	18	18	100%	18	18	100%
SCI	3	3	100%	0	0	~	1	1	100%	2	2	100%
SEBS	11	11	100%	1	1	100%	8	8	100%	2	2	100%
SEBS EXT.	2	2	100%	0	0	~	2	2	100%	0	0	~
SMLR	2	2	100%	0	0	~	0	0	~	2	2	100%
SOE	13	10	77%	2	2	100%	3	2	67%	8	6	75%
SSW	3	3	100%	0	0	~	2	2	100%	1	1	100%
TOTAL	85	81	95%	10	9	90%	37	36	97%	38	36	95%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

TABLE 2D

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY UNIT

RUTGERS BIOMEDICAL HEALTH SCIENCES

UNIT	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
CNN	0	0	~	0	0	~	0	0	~	0	0	~
EMSP	0	0	~	0	0	~	0	0	~	0	0	~
NJMS	5	4	80%	0	0	~	1	1	100%	4	3	75%
RWJMS	9	9	100%	2	2	100%	5	5	100%	2	2	100%
SDM	0	0	~	0	0	~	0	0	~	0	0	~
SNN	0	0	~	0	0	~	0	0	~	0	0	~
SHRP	0	0	~	0	0	~	0	0	~	0	0	~
SPH	1	1	100%	1	1	100%	0	0	~	0	0	~
TOTAL	15	14	93%	3	3	100%	6	6	100%	6	5	83%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³One award of tenure at the rank of Professor I.

TABLE 2E

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY UNIT

RUTGERS UNIVERSITY LIBRARIES

UNIT	TOTAL CANDIDATES		TO RANK OF DISTINGUISHED PROF [*]		TO RANK OF PROFESSOR I ^{**}		TO RANK OF ASSOCIATE PROF ^{***}		Success Rate
	Considered	Approved	Considered	Approved	Considered	Approved	Considered	Approved	
RUL	4	4	0	0	1	1	3	3	100%
TOTAL	4	4	0	0	1	1	3	3	100%

¹All candidates evaluated in academic year 2016-2017.

^{*}No equivalent Librarian rank.

^{**}Rank equivalent to Librarian I

^{***}Rank equivalent to Librarian II.

TABLE 3

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

UNIVERSITY-WIDE

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ^{3,4}			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/ Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	1	1	100%	0	0	~	0	0	~	1	1	100%
Asian	21	17	81%	1	0	0%	7	7	100%	13	10	77%
Hispanic/Latino	5	5	100%	0	0	~	3	3	100%	2	2	100%
Black/African American	6	6	100%	0	0	-	5	5	100%	1	1	100%
Total Minority	33	29	88%	1	0	0%	15	15	100%	17	14	82%
White	78	72	92%	16	15	94%	37	35	95%	25	22	88%
Undeclared	46	44	96%	0	0	~	10	9	90%	36	35	97%
TOTAL	157	145	92%	17	15	88%	62	59	95%	78	71	91%

¹All candidates evaluated in academic year 2016-2017.²Tenure awarded at the rank of Associate Professor unless otherwise noted.³Six awards of tenure at the rank of Professor I.⁴One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 3A

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

CAMDEN

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	2	2	100%	0	0	~	2	2	100%	0	0	~
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~
Total Minority	2	2	100%	0	0	~	2	2	100%	0	0	~
White	9	6	67%	1	1	100%	2	1	50%	6	4	67%
Undeclared	6	6	100%	0	0	~	2	2	100%	4	4	100%
TOTAL	17	14	82%	1	1	100%	6	5	83%	10	8	80%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Two awards of tenure at the rank of Professor I

TABLE 3B

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

NEWARK

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ^{3,4}			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	4	4	100%	0	0	~	1	1	100%	3	3	100%
Hispanic/Latino	3	3	100%	0	0	~	1	1	100%	2	2	100%
Black.African American	2	2	100%	0	0	~	2	2	100%	0	0	~
Total Minority	9	9	100%	0	0	~	4	4	100%	5	5	100%
White	15	13	87%	3	2	67%	4	4	100%	8	7	88%
Undeclared	12	10	83%	0	0	~	4	3	75%	8	7	88%
TOTAL	36	32	89%	3	2	67%	12	11	92%	21	19	90%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Three awards of tenure at the rank of Professor I.

⁴One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 3C

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

NEW BRUNSWICK

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	1	1	100%	0	0	~	0	0	~	1	1	100%
Asian	11	8	73%	1	0	0%	4	4	100%	6	4	67%
Hispanic/Latino	2	2	100%	0	0	~	2	2	100%	0	0	~
Black/African American	3	3	100%	0	0	~	2	2	100%	1	1	100%
Total Minority	17	14	82%	1	0	0%	8	8	100%	8	6	75%
White	42	41	98%	9	9	100%	26	25	96%	7	7	100%
Undeclared	26	26	100%	0	0	~	3	3	100%	23	23	100%
TOTAL	85	81	95%	10	9	90%	37	36	97%	38	36	95%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

TABLE 3D

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

RUTGERS BIOMEDICAL HEALTH SCIENCES

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	3	2	67%	0	0	~	0	0	~	3	2	67%
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~
Black/African American	1	1	100%	0	0	~	1	1	100%	0	0	~
Total Minority	4	3	75%	0	0	~	1	1	100%	3	2	67%
White	10	10	100%	3	3	100%	4	4	100%	3	3	100%
Undeclared	1	1	100%	0	0	~	1	1	100%	0	0	~
TOTAL	15	14	93%	3	3	100%	6	6	100%	6	5	83%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

³ One award of tenure at the rank of Professor I

TABLE 3E

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY RACIAL/ETHNIC GROUP

UNIVERSITY LIBRARIES

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF [*]			TO RANK OF PROFESSOR I ^{**}			TO RANK OF ASSOC PROFESSOR ^{***}		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	1	1	100%	0	0	~	0	0	~	1	1	100%
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~
Total Minority	1	1	100%	0	0	~	0	0	~	0	0	100%
White	2	2	100%	0	0	~	1	1	100%	1	1	100%
Undeclared	1	1	100%	0	0	~	0	0	~	1	1	100%
TOTAL	4	4	100%	0	0	~	1	1	100%	3	3	100%

¹ All candidates evaluated in academic year 2016-2017.

* No equivalent Librarian rank.

** Rank equivalent to Librarian I

*** Rank equivalent to Librarian II.

TABLE 3F

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
 BY RACIAL/ETHNIC GROUP
 MULTI-YEAR COMPARISONS

RACIAL/ETHNIC GROUP	2014-2015			2015-2016			2016-2017			THREE-YEAR TOTAL		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	1	1	100%	1	1	100%
Asian	21	19	90%	23	21	91%	21	17	81%	65	57	88%
Hispanic/Latino	6	6	100%	5	4	80%	5	5	100%	16	15	94%
Black/African American	10	8	80%	6	6	100%	6	6	100%	22	20	91%
Total Minority	37	33	89%	34	31	91%	33	29	88%	104	93	89%
White	70	67	96%	92	85	92%	78	72	92%	240	224	93%
Undeclared	8	8	100%	25	25	100%	46	44	96%	79	77	97%
TOTAL	115	108	94%	151	141	93%	157	145	92%	423	394	93%

¹All candidates evaluated in the relevant academic year.

TABLE 4

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

UNIVERSITY-WIDE

GENDER	TOTAL CANDIDATES		TO RANK OF DISTINGUISHED PROF		TO RANK OF PROFESSOR I ^{3,4}		TO RANK OF ASSOC PROFESSOR ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	85	74	87%	8	6	75%	34	31	91%
Female	72	71	99%	9	9	100%	28	28	100%
TOTAL	157	145	92%	17	15	88%	62	59	95%
							78	71	91%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

³ Six awards of tenure at the rank of Professor I.

⁴ One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 4A

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

CAMDEN

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	10	7	70%	1	1	100%	3	2	67%	6	4	67%
Female	7	7	100%	0	0	~	3	3	100%	4	4	100%
TOTAL	17	14	82%	1	1	100%	6	5	83%	10	8	80%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Two awards of tenure at the rank of Professor I.

TABLE 4B

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

NEWARK

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ^{3,4}			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	23	19	83%	1	0	0%	7	6	86%	15	13	87%
Female	13	13	100%	2	2	100%	5	5	100%	6	6	100%
TOTAL	36	32	89%	3	2	67%	12	11	92%	21	19	90%

¹All candidates evaluated in academic year 2016-2017.

²Tenure awarded at the rank of Associate Professor unless otherwise noted.

³Three awards of tenure at the rank of Professor I.

⁴One candidate was recommended for reappointment with tenure at the Associate Professor level but denied promotion to Professor I.

TABLE 4C

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

NEW BRUNSWICK

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	42	38	90%	4	3	75%	19	18	95%	19	17	89%
Female	43	43	100%	6	6	100%	18	18	100%	19	19	100%
TOTAL	85	81	95%	10	9	90%	37	36	97%	38	36	95%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

TABLE 4D

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

RUTGERS BIOMEDICAL HEALTH SCIENCES

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I ³			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	8	8	100%	2	2	100%	4	4	100%	2	2	100%
Female	7	6	86%	1	1	100%	2	2	100%	4	3	75%
TOTAL	15	14	93%	3	3	100%	6	6	100%	6	5	83%

¹ All candidates evaluated in academic year 2016-2017.

² Tenure awarded at the rank of Associate Professor unless otherwise noted.

³ One award of tenure at the rank of Professor I.

TABLE 4E

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

UNIVERSITY LIBRARIES

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF* Success			TO RANK OF PROFESSOR I** Success			TO RANK OF ASSOCIATE PROF*** Success		
	Considered	Approved	Rate	Considered	Approved	Rate	Considered	Approved	Rate	Considered	Approved	Rate
Male	2	2	100%	0	0	~	1	1	100%	1	1	100%
Female	2	2	100%	0	0	~	0	0	~	2	2	100%
TOTAL	4	4	100%	0	0	~	0	0	~	3	3	100%

¹ All candidates evaluated in academic year 2016-2017.

* No equivalent Librarian rank.

** Rank equivalent to Librarian I

*** Rank equivalent to Librarian II.

TABLE 4F

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS¹
BY GENDER

THREE-YEAR COMPARISON

GENDER	2014-2015			2015-2016			2016-2017			THREE-YEAR TOTAL		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	64	59	92%	89	80	90%	85	75	88%	238	214	90%
Female	51	49	96%	62	61	98%	72	71	99%	185	181	98%
TOTAL	115	108	94%	151	141	93%	157	146	93%	423	395	93%

¹ All candidates evaluated in the relevant academic year.

TABLE 5

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS
FOUR-YEAR COMPARISON

UNIVERSITY - WIDE

TOTAL CANDIDATES¹

CAMPUS	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Camden	11	11	100%	14	13	93%	15	14	93%	17	14	82%
Newark	32	27	84%	22	19	86%	38	36	95%	36	32	89%
New Brunswick	66	64	97%	77	74	96%	92	85	92%	85	81	95%
RBHS	NA	NA	~	NA	NA	~	3	3	100%	15	14	93%
Univ Libraries	2	2	100%	2	2	100%	3	3	100%	4	4	100%
TOTAL	111	104	94%	115	108	94%	151	141	93%	157	145	92%

¹All candidates evaluated in the relevant academic year.

TABLE 5A

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS
 FOUR-YEAR COMPARISON
 BY UNIT

CAMDEN

UNIT	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
FAS-Camden	9	9	100%	9	9	100%	11	10	91%	13	11	85%
Law-Camden	1	1	100%	0	0	~	2	2	100%	1	1	100%
SB-Camden	1	1	100%	3	2	67%	1	1	100%	2	1	50%
SN-Camden	0	0	~	2	2	100%	1	1	100%	1	1	100%
TOTAL	11	11	100%	14	13	93%	15	14	93%	17	14	82%

TOTAL CANDIDATES¹

¹All candidates evaluated in the relevant academic year.

TABLE 5B

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS
 FOUR-YEAR COMPARISON
 BY UNIT
 NEWARK

UNIT	2013-2014		2014-2015		2015-2016		2016-2017		Success Rate
	Considered	Approved	Considered	Approved	Considered	Approved	Considered	Approved	
CN	1	1	0	0	NA*	NA*	NA*	NA*	~
FAS-Newark	12	11	10	10	20	19	24	22	92%
LAW-Newark	4	4	1	0	3	3	5	4	100%
RBS	12	8	9	7	11	10	6	5	67%
SCJ	2	2	1	1	3	3	1	1	100%
SPAA	1	1	1	1	1	1	0	0	100%
TOTAL	32	27	22	19	38	36	36	32	84%
									86%
									95%
									89%

¹ All candidates evaluated in the relevant academic year.

* CN now included as an RBHS faculty unit.

TABLE 5C

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS
 FOUR-YEAR COMPARISON
 BY UNIT

NEW BRUNSWICK

TOTAL CANDIDATES¹

UNIT	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
EJB	2	2	100%	1	1	100%	2	2	100%	2	1	50%
EMSP	2	2	100%	1	1	100%	NA*	NA*	~	NA*	NA*	~
GSAPP	3	3	100%	0	0	~	1	1	100%	1	1	100%
GSE	4	4	100%	4	4	100%	3	3	100%	3	3	100%
MGSA	2	2	100%	4	4	100%	5	5	100%	4	4	100%
SAS	26	25	96%	41	40	98%	41	39	95%	41	41	100%
SCI	1	1	100%	4	3	75%	7	7	100%	3	3	100%
SEBS	14	14	100%	9	9	100%	13	11	85%	11	11	100%
SEBS EXT.	1	1	100%	2	2	100%	9	9	100%	2	2	100%
SMLR	3	3	100%	5	5	100%	0	0	~	2	2	100%
SOE	4	4	100%	5	4	80%	9	6	67%	13	10	77%
SSW	4	3	75%	1	1	100%	2	2	100%	3	3	100%
TOTAL	66	64	97%	77	74	96%	92	85	92%	85	81	95%

¹All candidates evaluated in the relevant academic year.

* EMSP now included as an RBHS faculty unit.

TABLE 5D

FACULTY PROMOTIONS TO AND WITHIN THE TENURED RANKS
FOUR-YEAR COMPARISON
BY UNIT

UNIVERSITY LIBRARIES

TOTAL CANDIDATES ¹												
UNIT	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
University Libraries	2	2	100%	2	2	100%	3	3	100%	4	4	100%
TOTAL	2	2	100%	2	2	100%	3	3	3%	4	4	100%

¹All candidates evaluated in the relevant academic year.

TABLE 6

FACULTY TENURE PROMOTIONS AT ANY RANK

UNIVERSITY-WIDE

CAMPUS	TOTAL TENURE CANDIDATES ¹			Success Rate
	Considered	Approved		
Camden	12	10		83%
Newark ²	25	23		92%
New Brunswick	38	36		95%
RBHS	7	6		86%
Univ Libraries	3	3		100%
TOTAL	85	78		92%

¹All candidates evaluated in academic year 2016-2017.

²One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 6A
 FACULTY TENURE PROMOTIONS AT ANY RANK
 BY UNIT
 CAMDEN

UNIT	TOTAL TENURE CANDIDATES ¹			Success Rate
	Considered	Approved		
FAS-Camden	10	8		80%
Law-Camden	1	1		100%
SB-Camden	0	0		~
SN-Camden	1	1		100%
TOTAL	12	10		83%

¹ All candidates evaluated in academic year 2016-2017.

TABLE 6B

FACULTY TENURE PROMOTIONS AT ANY RANK
BY UNIT

NEWARK

UNIT	TOTAL TENURE CANDIDATES ¹			Success Rate
	Considered	Approved	Rate	
FAS-Newark	15	14		93%
LAW-Newark ²	5	5		100%
RBS	5	4		80%
SCJ	0	0		~
SPAA	0	0		~
TOTAL	25	23		92%

¹All candidates evaluated in academic year 2016-2017.

²One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 6C

FACULTY TENURE PROMOTIONS AT ANY RANK
BY UNIT

NEW BRUNSWICK

UNIT	TOTAL TENURE CANDIDATES ¹			Success Rate
	Considered	Approved	Rate	
EJB	0	0	~	
GSAPP	1	1	100%	
GSE	1	1	100%	
MGSA	3	3	100%	
SAS	18	18	100%	
SCI	2	2	100%	
SEBS	2	2	100%	
SEBS EXT	0	0	~	
SMLR	2	2	100%	
SOE	8	6	75%	
SSW	1	1	100%	
TOTAL	38	36	95%	

¹All candidates evaluated in academic year 2016-2017.

TABLE 6D

FACULTY TENURE PROMOTIONS AT ANY RANK
BY UNIT

RUTGERS BIOMEDICAL HEALTH SCIENCES

UNIT	TOTAL TENURE CANDIDATES ¹			Success Rate
	Considered	Approved		
CNN	0	0		~
EMSP	0	0		~
NJMS	5	4		80%
RWJMS	2	2		100%
SDM	0	0		~
SNN	0	0		~
SHRP	0	0		~
SPH	0	0		~
TOTAL	7	6		86%

¹All candidates evaluated in academic year 2016-2017.

TABLE 6E

FACULTY TENURE PROMOTIONS AT ANY RANK
BY UNIT

UNIVERSITY LIBRARIES

CAMPUS	TOTAL TENURE CANDIDATES ¹		Success Rate
	Considered	Approved	
Univ Libraries	3	3	100%
TOTAL	3	3	100%

¹All candidates evaluated in academic year 2016-2017.

TABLE 7

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

UNIVERSITY-WIDE

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	1	1	100%	0	0	~	0	0	~	1	1	100%
Asian	13	10	77%	0	0	~	0	0	~	13	10	77%
Hispanic/Latino	2	2	100%	0	0	~	0	0	~	2	2	100%
Black/African American	1	1	100%	0	0	~	0	0	~	1	1	100%
Total Minority	17	14	82%	0	0	~	0	0	~	17	14	82%
White	25	22	88%	0	0	~	0	0	~	25	22	88%
Undeclared	43	42	98%	0	0	~	6	6	100%	37	36	97%
TOTAL	85	78	92%	0	0	~	6	6	100%	79	72	91%

¹All candidates evaluated in academic year 2016-2017.

²One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 7A

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

CAMDEN

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	0	0	~	0	0	~	0	0	~	0	0	~
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~
Total Minority	0	0	~	0	0	~	0	0	~	0	0	~
White	6	4	67%	0	0	~	0	0	~	6	4	67%
Undeclared	6	6	100%	0	0	~	2	2	100%	4	4	100%
TOTAL	12	10	83%	0	0	~	2	2	100%	10	8	80%

¹All candidates evaluated in academic year 2016-2017.

TABLE 7B

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

NEWARK

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	3	3	100%	0	0	~	0	0	~	3	3	100%
Hispanic/Latino	2	2	100%	0	0	~	0	0	~	2	2	100%
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~
Total Minority	5	5	100%	0	0	~	0	0	~	5	5	100%
White	8	7	88%	0	0	~	0	0	~	8	7	88%
Undeclared	12	11	92%	0	0	~	3	3	100%	9	8	89%
TOTAL	25	23	92%	0	0	~	3	3	100%	22	20	91%

¹All candidates evaluated in academic year 2016-2017.

²One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 7C

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

NEW BRUNSWICK

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF			Success Rate
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~	
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~	
American Indian/Alaska Native	1	1	100%	0	0	~	0	0	~	1	1	100%	
Asian	6	4	67%	0	0	~	0	0	~	6	4	67%	
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~	
Black/African American	1	1	100%	0	0	~	0	0	~	1	1	100%	
Total Minority	8	6	75%	0	0	~	0	0	~	8	6	75%	
White	7	7	100%	0	0	~	0	0	~	7	7	100%	
Undeclared	23	23	100%	0	0	~	0	0	~	23	23	100%	
TOTAL	38	36	95%	0	0	~	0	0	~	38	36	95%	

¹All candidates evaluated in academic year 2016-2017.

TABLE 7D

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

RUTGERS BIOMEDICAL HEALTH SCIENCES

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF			Success Rate
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~	~
Asian	3	2	67%	0	0	~	0	0	~	3	2	67%	~
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~	~
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~	~
Total Minority	3	2	67%	0	0	~	0	0	~	0	0	~	67%
White	3	3	100%	0	0	~	0	0	~	3	3	100%	~
Undeclared	1	1	100%	0	0	~	1	1	100%	0	0	~	~
TOTAL	7	6	86%	0	0	~	1	1	100%	6	5	83%	~

¹All candidates evaluated in academic year 2016-2017.

TABLE 7E

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY RACIAL/ETHNIC GROUP

UNIVERSITY LIBRARIES

RACIAL/ ETHNIC GROUP	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF [*]			TO RANK OF PROFESSOR I ^{**}			TO RANK OF ASSOCIATE PROF ^{***}		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	0	0	~	0	0	~
Asian	1	1	100%	0	0	~	0	0	~	1	1	100%
Hispanic/Latino	0	0	~	0	0	~	0	0	~	0	0	~
Black/African American	0	0	~	0	0	~	0	0	~	0	0	~
Total Minority	1	1	100%	0	0	~	0	0	~	1	1	100%
White	1	1	100%	0	0	~	0	0	~	1	1	100%
Undeclared	1	1	100%	0	0	~	0	0	~	1	1	100%
TOTAL	3	3	100%	0	0	~	0	0	~	3	3	100%

¹All candidates evaluated in academic year 2016-2017.

* No equivalent Librarian rank.

** Rank equivalent to Librarian I

*** Rank equivalent to Librarian II.

TABLE 7F
 FACULTY TENURE PROMOTIONS AT ANY RANK¹
 BY RACIAL/ETHNIC GROUP
 MULTI-YEAR COMPARISONS

RACIAL/ETHNIC GROUP*	2014-2015			2015-2016			2016-2017			THREE-YEAR TOTAL		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Multiracial	0	0	~	0	0	~	0	0	~	0	0	~
Native Hawaiian/Other Pacific Islander	0	0	~	0	0	~	0	0	~	0	0	~
American Indian/Alaska Native	0	0	~	0	0	~	1	1	100%	1	1	100%
Asian	11	11	100%	10	10	100%	13	10	77%	34	31	91%
Hispanic/Latino	5	5	100%	2	2	100%	2	2	100%	9	9	100%
Black/African American	5	4	80%	6	6	100%	1	1	100%	12	11	92%
Total Minority	21	20	95%	18	18	100%	17	14	82%	56	52	93%
White	24	23	96%	41	39	95%	25	22	88%	90	84	93%
Undeclared	5	5	100%	23	23	100%	43	42	98%	71	70	99%
TOTAL	50	48	96%	82	80	98%	85	78	92%	217	206	95%

¹ All candidates evaluated in the relevant academic year.

TABLE 8

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

UNIVERSITY-WIDE

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	44	38	86%	0	0	~	0	0	~	44	38	86%
Female	41	40	98%	0	0	~	6	6	100%	35	34	97%
TOTAL	85	78	92%	0	0	~	6	6	100%	79	72	91%

¹All candidates evaluated in academic year 2016-2017.

²One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 8A

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

CAMDEN

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	6	4	67%	0	0	~	0	0	~	6	4	67%
Female	6	6	100%	0	0	~	2	2	100%	4	4	100%
TOTAL	12	10	83%	0	0	~	2	2	100%	10	8	80%

¹ All candidates evaluated in academic year 2016-2017.

TABLE 8B

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

NEWARK

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF ²		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	16	14	88%	0	0	~	0	0	~	16	14	88%
Female	9	9	100%	0	0	~	3	3	100%	6	6	100%
TOTAL	25	23	92%	0	0	~	3	3	100%	22	20	91%

¹ All candidates evaluated in academic year 2016-2017.

² One candidate was denied promotion to Professor I but recommended for reappointment with tenure at the Associate Professor level.

TABLE 8C

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

NEW BRUNSWICK

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	19	17	89%	0	0	~	0	0	~	19	17	89%
Female	19	19	100%	0	0	~	0	0	~	19	19	100%
TOTAL	38	36	95%	0	0	~	0	0	~	38	36	95%

¹ All candidates evaluated in academic year 2016-2017.

TABLE 8D

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

RUTGERS BIOMEDICAL HEALTH SCIENCES

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF			TO RANK OF PROFESSOR I			TO RANK OF ASSOCIATE PROF		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	2	2	100%	0	0	~	0	0	~	2	2	100%
Female	5	4	80%	0	0	~	1	1	100%	4	3	75%
TOTAL	7	6	86%	0	0	~	1	1	100%	6	5	83%

¹All candidates evaluated in academic year 2016-2017.

TABLE 8E

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

UNIVERSITY LIBRARIES

GENDER	TOTAL CANDIDATES			TO RANK OF DISTINGUISHED PROF [*]			TO RANK OF PROFESSOR I ^{**}			TO RANK OF ASSOCIATE PROF ^{***}		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	1	1	100%	0	0	~	0	0	~	1	1	100%
Female	2	2	100%	0	0	~	0	0	~	2	2	100%
TOTAL	3	3	100%	0	0	~	0	0	~	3	3	100%

¹All candidates evaluated in academic year 2016-2017.

* No equivalent Librarian rank.

** Rank equivalent to Librarian I

*** Rank equivalent to Librarian II.

TABLE 8F

FACULTY TENURE PROMOTIONS AT ANY RANK¹
BY GENDER

THREE-YEAR COMPARISON

GENDER	2014-2015		2015-2016		2016-2017		THREE-YEAR TOTAL		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Male	20	20	100%	44	42	95%	44	38	86%
Female	30	28	93%	38	38	100%	41	40	98%
TOTAL	50	48	96%	82	80	98%	85	78	92%
							217	206	95%

¹All candidates evaluated in the relevant academic year.

TABLE 9

FACULTY TENURE PROMOTIONS AT ANY RANK
FOUR-YEAR COMPARISON

UNIVERSITY-WIDE

CAMPUS	TOTAL CANDIDATES ¹											
	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Camden	5	5	100%	6	6	100%	10	10	100%	12	10	83%
Newark	19	17	89%	9	9	100%	27	25	93%	25	23	92%
New Brunswick	31	30	97%	33	31	94%	41	41	100%	38	36	95%
RBHS	NA	NA	~	NA	NA	~	3	3	100%	7	6	86%
Univ Libraries	1	1	100%	2	2	100%	1	1	100%	3	3	100%
TOTAL	56	53	95%	50	48	96%	82	80	98%	85	78	92%

¹All candidates evaluated in the relevant academic years.

TABLE 9A

FACULTY TENURE PROMOTIONS AT ANY RANK
 FOUR-YEAR COMPARISON
 BY UNIT
 CAMDEN

UNIT	TOTAL CANDIDATES ¹											
	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
FAS-Camden	5	5	100%	4	4	100%	8	8	100%	10	8	80%
Law-Camden	0	0	~	0	0	~	1	1	100%	1	1	100%
SB-Camden	0	0	~	0	0	~	1	1	100%	0	0	~
SN-Camden	0	0	~	2	2	100%	0	0	~	1	1	100%
TOTAL	5	5	100%	6	6	100%	10	10	100%	12	10	83%

¹ All candidates evaluated in the relevant academic years.

TABLE 9B

FACULTY TENURE PROMOTIONS AT ANY RANK
FOUR-YEAR COMPARISON
BY UNIT

NEWARK

UNIT	TOTAL CANDIDATES ¹											
	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
CN	0	0	~	0	0	~	NA*	NA*	~	NA*	NA*	~
FAS-Newark	8	8	100%	5	5	100%	13	12	92%	15	14	93%
LAW-Newark	3	3	100%	1	1	100%	3	3	100%	5	5	100%
RBS	6	4	67%	3	3	100%	9	8	89%	5	4	80%
SCJ	2	2	100%	0	0	~	1	1	100%	0	0	~
SPAA ²	0	0	~	0	0	~	1	1	100%	0	0	~
TOTAL	19	17	89%	9	9	100%	27	25	93%	25	23	92%

¹ All candidates evaluated in the relevant academic years.

* CN now included as an RBHS faculty unit.

TABLE 9C

FACULTY TENURE PROMOTIONS AT ANY RANK
FOUR-YEAR COMPARISON
BY UNIT

NEW BRUNSWICK

UNIT	TOTAL CANDIDATES ¹											
	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
EJB	1	1	100%	1	1	100%	0	0	~	0	0	~
EMSP	1	1	100%	0	0	~	NA*	NA*	~	NA*	NA*	~
GSAPP	2	2	100%	0	0	~	1	1	100%	1	1	100%
GSE	3	3	100%	2	2	100%	2	2	100%	1	1	100%
MGSA	1	1	100%	1	1	100%	2	2	100%	3	3	100%
SAS	11	11	100%	16	15	94%	15	15	100%	18	18	100%
SCI	0	0	~	3	2	67%	4	4	100%	2	2	100%
SEBS	6	6	100%	5	5	100%	8	8	100%	2	2	100%
SEBS EXT	1	1	100%	2	2	100%	5	5	100%	0	0	~
SMLR	1	1	100%	2	2	100%	0	0	~	2	2	100%
SOE	1	1	100%	1	1	100%	2	2	100%	8	6	75%
SSW	3	2	67%	0	0	~	2	2	100%	1	1	100%
TOTAL	31	30	97%	33	31	94%	41	41	100%	38	36	95%

¹All candidates evaluated in the relevant academic years.

* EMSP now included as an RBHS faculty unit.

TABLE 9D

FACULTY TENURE PROMOTIONS AT ANY RANK
FOUR-YEAR COMPARISON
BY UNIT

UNIVERSITY LIBRARIES

UNIT	TOTAL CANDIDATES ¹											
	2013-2014			2014-2015			2015-2016			2016-2017		
	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate	Considered	Approved	Success Rate
Univ Libraries	1	1	100%	2	2	100%	1	1	100%	3	3	100%
TOTAL	1	1	100%	2	2	100%	1	1	100%	3	3	100%

¹All candidates evaluated in the relevant academic years.

TABLE 10: TENURED FACULTY BY RANK AND AGE
 UNIVERSITY-WIDE
 As of June 30, 2017

Age	Professor II		Professor I		Associate Professor		TOTAL	
	#	%	#	%	#	%	#	%
70+	114	35	141	15	42	6	297	15
60-69	146	45	377	40	125	18	648	33
50-59	56	17	296	31	187	27	539	27
40-49	7	2	131	14	268	38	406	21
30-39	0	-	8	1	77	11	85	4
Under 30	0	-	0	-	0	-	0	-
TOTALS	323	100	953	100	699	100	1975	100

Office of Employment Equity
 July 2017

TABLE 11
 FULL-TIME FACULTY, FIVE-YEAR COMPARISON
 BY RANK, RACIAL/ETHNIC GROUP, AND GENDER
 UNIVERSITY-WIDE

By Rank	2012-2013		2013-2014		2014-2015*		2015-2016*		2016-2017		2013-2014*		2014-2015*		2015-2016*		2016-2017	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Professors	1,046	35%	1,039	36%	1,047	37%	1,034	36%	1,054	37%	327	22%	368	24%	381	25%	370	24%
Associate Professors	735	25%	701	25%	713	25%	729	26%	746	26%	358	24%	367	24%	353	23%	336	22%
Assistant Professors	643	22%	576	20%	639	23%	677	24%	714	25%	644	43%	623	40%	622	40%	640	42%
Instructor/Lecturer	537	18%	544	19%	429	15%	397	14%	373	13%	186	12%	188	12%	188	12%	189	12%
TOTAL	2,961	100%	2,860	100%	2,828	100%	2,837	100%	2,887	100%	1,515	100%	1,546	100%	1,544	100%	1,535	100%
By Racial/Ethnic Group and Gender	2012-2013		2013-2014		2014-2015*		2015-2016*		2016-2017		2013-2014*		2014-2015*		2015-2016*		2016-2017	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
American Indian	2	4	6	3	3	3	0	3	3	0	3	3	1	1	2	1	1	2
Asian	212	103	315	86	278	201	98	299	202	97	299	173	135	308	161	132	293	154
Black	49	52	101	54	105	51	59	110	47	60	109	27	53	80	27	46	73	23
Hawaiian	1	0	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Hispanic	46	28	74	55	86	57	31	88	57	37	92	4	15	19	4	15	19	21
White	1,132	718	1,850	1,114	683	1,797	1,101	706	1,807	1,013	674	437	392	829	444	385	829	449
Two or More	6	5	11	7	14	8	16	8	7	15	10	3	2	5	3	3	6	2
Non-Resident Alien	163	95	258	152	99	251	148	98	246	167	98	65	42	107	61	50	111	60
Unknown	169	176	345	166	159	325	141	122	263	206	207	59	105	164	87	126	213	58
TOTAL	1,780	1,181	2,961	1,738	1,122	2,860	1,708	1,120	2,828	1,702	1,185	769	746	1,515	788	758	1,546	768

* 2013-14, 2014-15 and 2015-16 figures updated.
 Source: Office of Institutional Research and Planning, August 2015