

SENATE COMMITTEE ON INTRA-UNIVERSITY RELATIONS AND FACULTY AFFAIRS

Non-tenure-line Promotion Flow Report, 2020-2021

(Informational)

Background/Introduction

Over the past several decades, the composition of Penn State's faculty has shifted such that the proportion of faculty members who are not on the tenure line has grown. Concomitant with that increase, non-tenure-line faculty members play an increasingly important role in the implementation of Penn State's mission as a "multi-campus public research university that educates students from Pennsylvania, the nation and the world, and improves the well-being and health of individuals and communities through integrated programs of teaching, research, and service."

In recognition of the central role non-tenure-line faculty members play at Penn State, Penn State instituted updated standardized ranks and a promotion procedure for non-tenure-line faculty via a revision to AC21 (formerly HR21) in academic year 2015-2016. Academic units were asked to create promotion processes consistent with policy during academic year 2016-2017. Simultaneously, current non-tenure-line faculty were retitled to be consistent with the revisions to faculty titles in AC21; retitling was to be completed by the end of 2017, though units were permitted to delay changing a faculty member's title if a new contract was issued. Promotion procedures in the vast majority of units were implemented during the 2017-2018 academic year and implemented across all units in 2018-2019.

Distribution of Penn State Non-tenure-line Faculty

In Fall 2020, Penn State employed 6,466 full-time faculty members. At the University Park colleges and the 20 Commonwealth Campuses (not inclusive of the law and medical schools) the University employed 5,190 full-time faculty. Of these 5,190 faculty members, 1,947 (37.5%) had been awarded tenure, 823 (15.9%) were on the tenure track, and 2,420 (46.6%) were non-tenure-line faculty. The distribution of tenured, tenure-line, and non-tenure-line faculty was comparable between University Park and the Commonwealth campuses. Of the 3,573 full-time faculty who were employed at University Park, 1,356 (38%) were tenured, 579 (16%) were tenure-line, and 1,638 (46%) were non-tenure-line faculty. Similarly, of the 1,617 full-time faculty members on the 20 Commonwealth Campuses, 591(37%) were tenured, 244 (15%) were tenure-line, and 782(48%) were non-tenure-line faculty.

Non-tenure-line faculty can have either term or no-term contracts (previously referred to as "fixed-term" or "standing"). As of fall 2020, 92% of non-tenure-line faculty were on term contracts and a small number of non-tenure-line faculty were on no-term appointments (n=190, 8%). Of the 1,638 non-tenure-line faculty at University Park, 1,479 (90%) were on term contracts. Across the Commonwealth Campuses, 751 out of 782 non-tenure-line faculty (96%) were on term contracts. Of the 5,190 full-time faculty at University Park and the Commonwealth Campuses (not inclusive of law and medical schools), 2,231 (43%) were on term contracts.

AC21 categorizes non-tenure-line faculty by degree earned (terminal or non-terminal degree) and title (teaching, research, clinical, or professor of practice). By Fall 2018, at University Park and the Commonwealth Campuses, the majority of non-tenure-line faculty had been transitioned to the new titles created by the policy. In Fall 2020, the number of non-tenure-line faculty who did not have the additional descriptor of teaching, research, or clinical stood at just 36. At University Park in Fall 2020, 944 full-time faculty members were classified as non-tenure-line teaching faculty, and at the Commonwealth Campuses, 736 faculty members were classified as teaching faculty. Non-tenure-line research faculty were found mostly at University Park (556 compared to 9 at the Commonwealth Campuses).

Updates to this year's report

The 2020-2021 report contains information not included in previous reports. Specifically, data on the time spent in the previous rank before being promoted are discussed below and appear in Tables 23 and 24.

Data from the College of Medicine is again included separately in this report because the size of the college, differences in the employment relationship for Penn State Health employees with a faculty appointment, and the distinct nature of faculty promotions obscures the interpretation of trends in other academic units (see Appendix B). Data from Dickinson Law, Penn State Law, the Smeal College of Business, and Penn State Great Valley are not included this year because they had no promotions or denials.

Tables that combine both faculty with and without a terminal degree refer to ranks rather than titles, because for non-tenure-line faculty with a terminal degree, promotion to the second rank would indicate promotion to associate (research/teaching/clinical) professor, whereas for non-tenure-line faculty with a non-terminal degree, promotion to the second rank would indicate promotion to assistant (research/teaching/clinical) professor, as described in this chart:

Non-Terminal Degree	Rank 1: Instructor/ Lecturer	Rank 2: Assistant Professor	Rank 3: Associate Professor	
Terminal Degree		Rank 1: Assistant Professor	Rank 2: Associate Professor	Rank 3: Professor

Promotion Rates

In 2019-2020, 136 non-tenure-line promotion dossiers were put forward for review at University Park and the Commonwealth Campuses. Of those 136, 131 (96%) received a promotion. At University Park, about 96% of those up for promotion were promoted, and at the Commonwealth Campuses, about 98% of those up for promotion were promoted. University Park faculty promotions comprised 67% of the total number of promotions and Commonwealth Campus faculty 33% (see Table 1). The data in Table 1 show the percentage of faculty who were up for promotion who were promoted; this begs the question, “What percentage of faculty were eligible for promotion?” Unlike tenure-line faculty, non-tenure-line faculty are not in a cohort, and there is variability in terms of how non-tenure-line faculty pursue promotion. Therefore, the

percentage of faculty who are eligible in a given year is not easily measured or known. The Office of the Vice Provost for Faculty Affairs is exploring options for how to best collect this information so it can be included in subsequent reports.

Of the 131 promotions, 88 (67%) were promoted to the second rank and 43 (33%) were promoted to the third rank (see Table 2). Eighty-three, or 63%, of those promoted had a terminal degree and 48, or 37%, had a non-terminal degree (see Tables 3 and 4). For faculty with both terminal and non-terminal degrees, promotions to the second rank for University Park faculty were a higher proportion of total promotions than for Commonwealth Campus faculty. At University Park, 67% of terminal degree promotions were to the second rank, as opposed to 61.5% at the Commonwealth Campuses (see Table 3). Likewise, for non-terminal degree promotions, 76.5% of promotions of University Park faculty, and 64.5% of promotions of Commonwealth Campus faculty, were to the second rank (see Table 4). In 2019-20, by contrast, a higher percentage of Commonwealth Campus faculty were promoted to the second rank than University Park faculty.

Female faculty comprised 63% of all non-tenure-line promotions: 62% at University Park and 66% at the Commonwealth Campuses (see Table 5). For those with a terminal degree, female faculty comprised 59% of promotions to associate or full professor (See Table 6). For those with a non-terminal degree, female faculty comprised 70.8% of promotions to assistant or associate professor ranks (See Table 7).

Faculty identifying as White comprised 77.1% of all promoted faculty, a decrease of 3% from 2019-20; faculty identifying as Black comprised 0.7%, Asian faculty 5.3%, Hispanic faculty 4.6%, international faculty 6.1%, faculty indicating multiple races 2.3%, and 3.8% did not report (see Table 8). For promoted faculty with a terminal degree, 74.7% identify as White, 8.4% as Asian, 8.4% as international, 2.4% as Hispanic, 1.2% as multiple races, and 4.8% did not report (see Table 9). For those with a non-terminal degree, 81.3% identify as White, 8.3% Hispanic, 4.2% as multiple races, 2.1% as Black, 2.1% as international, and 2.1% did not report (see Table 10).

Salary Increases

Consistent with AC21, all of those who were promoted received a salary increase that is separate from the university-prescribed general salary increase (i.e., GSI; per AC21 “All promotions should be accompanied by a promotion raise, in addition to a merit raise, to be determined and funded by the college”). The percent of salary increase associated with a non-tenure-line promotion is not prescribed by the university. Rather, the amount of the salary increase is determined by individual academic units. The data shown here reflect only the percent of salary increase associated with the promotion and not market/equity increases or general salary increases.

At University Park, salary increases received across all ranks ranged from 5 to 8%, with a mean of 7.7% and a median of 8%. At the Commonwealth Campuses, salary increases received across all ranks ranged from 3 to 8%, with a mean of 7.2% and a median of 8% (see Table 11).

Mean and median salary increases were similar both across and within ranks. For all promoted faculty, the mean and median salary increases for promotions to the second rank were 7.2% and 8%, respectively; for promotions to the third rank, the mean and median increases were 6.7% and

8% (see Table 12). One notable data point is that for faculty without a terminal degree who were promoted to the third rank (associate professor), the median salary increase was 5.5% (see Table 15).

Length of Contract

Per AC-21, a multi-year contract is recommended (i.e., “The contract lengths of faculty members vary both within and between ranks and reflect a myriad of factors such as unit need, budget, and the discipline of the faculty member. Unit leaders have the flexibility, and are encouraged, to offer the longest term contract that circumstances warrant at all ranks. Faculty members who are promoted shall be considered for a multi-year contract. Those promoted to the third rank shall be considered for the longest length of contract available to non-tenure-line faculty. If a multi-year contract is not granted, then factors that shaped this decision shall be communicated to the faculty member at the time when a new contract is offered”). A multi-year contract is defined as a no-term contract or a term contract of greater than one year.

It is important to note that some multi-year contracts were in place prior to the promotion; the data reported here reflect the length of the contract the individual currently holds.

Across all campuses, 20 (15.3%) of the 131 faculty who were promoted received one-year contracts and 111 (84.7%) received multi-year contracts (see Table 11). For University Park faculty, 69 of 87 contracts, or 79%, were multi-year; for Commonwealth Campus faculty, 42 of 44, or 95.5%, were multi-year (see Table 11).

A higher percentage of faculty promoted to the third rank received a multi-year contract than those promoted to the second rank. Of the 88 faculty promoted to the second rank, about 81% received a multi-year contract. Of the 43 faculty promoted to the third rank, 93% received a multi-year contract (See Table 2).

For the 83 promoted faculty with a terminal degree, 14 (17%) received a 1-year contract and 69 (83%) received a multi-year contract (see Table 17). Of the 48 faculty with a non-terminal degree who were promoted, 12.5% received a 1-year contract and 87.5% received a multi-year contract (see Table 18).

Beginning with the 2019-20 report, data on the length of each promoted faculty member’s *previous* contract are provided. The data suggest that faculty with and without a terminal degree received a longer contract with their promotion than they previously held. For example, for promoted faculty with a terminal degree, 41% of contracts prior to promotion were 1-year contracts and 59% were multi-year, but after promotion, only 17% of contracts were 1-year and 83% were multi-year. For both terminal degree titles (associate and full professor) combined, 2-year contracts decreased from about 29% to 8.4% but contracts of 3 years or more increased from about 21.6% to about 66.3% (see Tables 19 and 20). For promoted faculty with a non-terminal degree, 40% of faculty contracts prior to promotion were 1-year contracts and 60% were multi-year; after promotion, just 12.5% of all contracts were 1-year and 87.5% were multi-year. For all non-terminal degree titles combined, 2-year contracts increased from 12.5% to almost 19% of the total and the percentage of contracts that were 3 years in length or more increased from 48% to 69% (see Tables 21 and 22).

Time in Previous Rank

For 2020-21, data about the time promoted faculty spent in their previous rank are provided. AC21 recommends “at least five years” in the first rank before consideration for promotion to the second rank, and “no fixed time period for promotion to the third rank.” For faculty promoted to the second rank, about 18% of those with a terminal degree and 9% of those with a non-terminal degree had spent between 1 and 4 years at the previous rank, about 55% of those both with and without a terminal degree had spent between 5 and 9 years at the previous rank, about 15% of those with a terminal degree and 24% of those with a non-terminal degree had spent between 10 and 14 years at the previous rank, and about 13% of those with a terminal degree and 12% of those with a non-terminal degree had spent 15 or more years at the previous rank (see Tables 23 and 24).

For faculty promoted to the third rank, about 29% of those with a terminal degree and about 20% of those with a non-terminal degree had spent between 1 and 4 years at the previous rank, about 32% of those with a terminal degree and 33% of those with a non-terminal degree between 5 and 9 years, about 29% of those with a terminal degree and 7% of those with a non-terminal degree between 10 and 14 years, and about 11% of those with a terminal degree and 40% of those with a non-terminal degree 15 or more years (see Tables 23 and 24).

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Appendix A Summary Tables

Note: Tables do not include data from the College of Medicine or from units that had no promotions.

Table 1
Percentage of Non-tenure-line Faculty Promoted – 2020-2021

College/Campus	Total Put Forward for Promotion	-	Total Faculty Promoted		Total Faculty denied promotion	
University Park	91	=	87	95.6%	4	4.4%
Commonwealth	45	=	44	97.8%	1	2.2%
Totals	136	=	131	96.3%	5	3.7%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 2
Faculty Rank by New Contract Length – 2020-2021

-	Rank #2 (n=88)		Rank #3 (n=43)	
Percentage of 1 year	17	19.3%	3	7%
Percentage of 2 year	19	21.6%	1	2.3%
Percentage of 3+ years	49	55.7%	35	81.4%
Percentage of standing	3	3.4%	4	9.3%
Totals	88	100.0%	43	100.0%
Percentage of multi-year	71	80.7%	40	93.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 3**Promotions by New Rank and Campus Type – Terminal Degrees**

College/Campus	Rank 2 (n=114)		Rank 3 (n=45)		-	Total Faculty Promoted	
University Park	47	67.1%	23	32.9%	=	70	100.0%
Commonwealth	8	61.5%	5	38.5%	=	13	100.0%
Totals	55	66.3%	28	33.7%	=	83	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 4**Promotions by New Rank and Campus Type – Non-Terminal Degrees**

College/Campus	Rank #2 = 33		Rank #3 = 15			Total Faculty Promoted	
University Park	13	76.5%	4	23.5%	=	17	100.0%
Commonwealth	20	64.5%	11	35.5%	=	31	100.0%
Totals	33	68.8%	15	31.2%	=	48	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to promotion.

Table 5**Percentage of Promotions by Identified Gender – 2020-2021**

College/Campus	Total by Location	-	Female		Male	
University Park*	87	=	54	62.1%	33	37.9%
Commonwealth	44	=	29	65.9%	15	34.1%
Totals*	131	=	83	63.4%	48	36.6%

Table 6
Promotions by Identified Gender – Terminal Degrees

-	Female		Male	
Rank 2: Associate Professor	35	42.2%	20	24.1%
Rank 3: Full Professor	14	16.9%	14	16.9%
Totals	49	59.0%	34	41.0%

Table 7
**Promotions by Identified Gender –
Non-Terminal Degrees**

-	Female		Male	
Rank 2: Assistant Professor	23	47.9%	10	20.8%
Rank 3: Associate Professor	11	22.9%	4	8.3%
Totals	34	70.8%	14	29.2%

Table 8
Number of Promotions by Identified Race/Ethnicity – 2020-2021

College/Campus	Total by Location	Asian		Black		Hispanic		Int'l		MLT		UDL		White	
University Park	87	6		1		3		7		3		4		63	
Commonwealth	44	1		-		3		1		-		1		38	
Totals	131	7	5.3%	1	.7%	6	4.6%	8	6.1%	3	2.3%	5	3.8%	101	77.1%

INT = International Faculty, Non-Citizens and Faculty who are not Permanent Residents

MLT = Multiple, more than one race selected through self-identification

UDL = Undeclared

Table 9
Promotions by Identified Race/Ethnicity – Terminal Degrees

-	Asian		Black		Hispanic		INT		MLT		UDL		White	
Rank 2: Associate Professor	4		-		1		7		-		4		39	
Rank 3: Full Professor	3		-		1		-		1		-		23	
Totals	7	8.4%	-	0.0%	2	2.4%	7	8.4%	1	1.2%	4	4.8%	62	74.7%

INT = International Faculty, Non-Citizens and Faculty who are not Permanent Residents

MLT = Multiple, more than one race selected through self-identification

UDL = Undeclared

Table 10
Promotions by Identified Race/Ethnicity – Non-Terminal Degrees

-	Asian		Black		Hispanic		INT		MLT		UDL		White	
Rank 2: Assistant Professor	-		-		3		1		2		1		26	
Rank 3: Associate Professor	-		1		1		-		-		-		13	
Totals	-	0.0%	1	2.1%	4	8.35	1	2.1%	2	4.2%	1	2.1%	39	81.3%

INT = International Faculty, Non-Citizens and Faculty who are not Permanent Residents

MLT = Multiple, more than one race selected through self-identification

UDL = Undeclared

Table 11
Salary Increase and New Contract Length by Campus – 2020-2021

College/Campus	% Salary Increase	Mean Salary Increase	Median Salary Increase	1-year contracts		2-year contracts		3-year contracts		No-term contracts		Total multi-year contracts		Total faculty promoted	
University Park	5.0% - 8.0%	7.7%	8.0%	18	13.7%	6	4.6%	56	42.8%	7	5.3%	69	52.7%	87	66.4%
Commonwealth	3.0% - 8.0%	7.2%	8.0%	2	1.5%	10	7.63%	32	24.43%	-	-	42	32.1%	44	33.6%
Totals	-	-	-	20	15.3%	16	12.2%	88	67.2%	7	5.3%	111	84.7%	131	100.00%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 12
New Contract Length by Faculty Rank – 2020-2021

-	% Salary Increase	Mean Salary Increase	Median Salary Increase	% of 1 year (n=20)		% of 2 year (n=20)		% of 3+ years (n=84)		% of no-term (n=7)		% of multi-year (n=111)		Total faculty promoted	
Rank 2	3.71-8.4%	7.2%	8.0%	17	13.0%	19	14.5%	49	37.4%	3	2.3%	71	54.2%	88	67.2%
Rank 3	3.73-8.0%	6.7%	8.0%	3	2.3%	1	0.7%	35	26.7%	4	3.1%	40	30.5%	43	32.8%
Totals*	-	-	-	20	15.3%	20	15.2%	84	64.1%	7	5.4%	111	84.7%	131	100%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 13
New Contract Length by Faculty Rank – Terminal Degrees

-	% Salary Increase	Mean Salary Increase	Median Salary Increase	% of 1-year (n=17)		% of 2-year (n=19)		% of 3+ years (n=55)		% of no-term (n=6)		% of multi-year (n=80)	
Rank 2: Associate Professor	3.71-8.4%	7.3%	8.0%	11	78.6%	6	85.7%	35	63.6%	3	42.9%	44	63.8%
Rank 3: Full Professor	4.75-8.0%	7.1%	8.0%	3	21.4%	1	14.3%	20	36.4%	4	57.1%	25	36.2%
Totals*	-	-	-	14	100.0%	7	100.0%	55	100.0%	7	100.0%	69	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 14
Faculty Rank by New Contract Length – Terminal Degrees

-	Rank 2 (n=55)		Rank 3 (n=21)	
Percentage of 1 year	11	20.0%	3	10.7%
Percentage of 2 year	6	10.9%	1	3.6%
Percentage of 3+ years	35	63.6%	20	71.4%
Percentage of standing	3	5.5%	4	14.3%
Totals	55	100.0%	28	100.0%
Percentage of multi-year	44	80.0%	25	89.3%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 15
New Contract Length by Faculty Rank – Non-Terminal Degrees

-	% Salary Increase	Mean Salary Increase	Median Salary Increase	% of 1 year (n=11)		% of 2 year (n=7)		% of 3+ years (n=34)		% of no-term (n=1)		% of multi-year (n=42)	
Rank 2: Assistant Professor	4.0-8.0%	7.0%	8.0%	6	100.0%	9	100.0%	18	54.5%	-	-	27	64.3%
Rank 3: Associate Professor	3.73-8.0%	6.0%	5.5%	-	-	-	-	15	45.5%	-	-	15	35.7%
Totals*	-	-	-	6	100.0%	9	100.0%	33	100.0%	-	-	42	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 16
Faculty Rank by New Contract Length – Non-Terminal Degrees – 2020-2021

-	Rank #2 (n=33)		Rank #3 (n=15)	
Percentage of 1 year*	6	18.2%	-	-
Percentage of 2 year*	9	27.2%	-	-
Percentage of 3+ years*	18	54.6%	15	100.0%
Percentage of standing*	-	-	-	-
Totals*	33	100.0%	15	100.0%
Percentage of multi-year*	27	81.8%	15	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 17
Salary Increase and New Contract Length – Terminal Degrees

College/Campus	% Salary Increase	Mean Salary Increase	Median Salary Increase	1-year contracts		2-year contracts		3+ year contracts		No-term contracts		Total multi-year contracts		Total faculty promoted	
University Park	5.0%-8.4%	7.0%	8.0%	14	16.9%	5	6.0%	44	53.0%	7	8.4%	56	67.4%	70	84.3%
Commonwealth	3.7%-8.0%	6.8%	8.0%	0	0.0%	2	2.4%	11	13.3%	0	0%	13	15.7%	13	15.7%
Totals*	-	-	-	14	16.9%	7	8%	55	66%	7	8.0%	69	83.1%	83	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 18
Salary Increase and New Contract Length – Non-Terminal Degrees

College/Campus	% Salary Increase	Mean Salary Increase	Median Salary Increase	1-year contract		2-year contract		3-year contract		No-term contract		Total multi-year contracts		Total faculty promoted	
University Park*	5.0%-8.0%	7.0%	8.0%	4	8.3%	1	2.1%	12	25%	-	-	13	27.1%	17	35.4%
Commonwealth	3.7%-8%	6.7%	8.0%	2	4.2%	8	16.7%	21	43.8%	-	-	29	60.4%	31	64.6%
Totals*	-	-	-	6	12.5%	9	18.8%	33	68.8%	-	-	42	87.5%	48	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 19
Percentage of New Contract Length by Faculty Rank – Terminal Degrees

-	% of 1 year		% of 2 year		% of 3+ years		% of no-term		% of multi-year		Total Promoted	
Rank 2: Associate Professor	11	13.3%	6	7.2%	35	42.2%	3	3.6%	44	53.0%	55	66.3%
Rank 3: Full Professor	3	3.6%	1	1.2%	20	24.1%	4	4.8%	25	30.1%	28	33.7%
Totals	14	16.9%	7	8.4%	55	66.3%	7	8.4%	69	83.1%	83	100.0%

Table 20
Percentage of Length of Previous Contract – Terminal Degrees

-	Previous 1 year		Previous 2 year		Previous 3+ year		Previous no-term		Previous multi-year		Total Previous Contracts	
Rank 2: Associate Professor	28	33.7%	15	18.1%	9	10.8%	3	3.6%	27	32.5%	55	66.3%
Rank 3: Full Professor	6	7.2%	9	10.8%	9	10.8%	4	4.8%	22	26.5%	28	33.7%
Totals	34	40.9%	24	28.9%	18	21.6%	7	8.4%	49	59.0%	83	100.0%

Table 21
Percentage of New Contract Length by Faculty Rank – Non-Terminal Degrees

	% of 1 year		% of 2 year		% of 3+ years		% of no-term		% of multi-year		Total Faculty Promoted	
Rank 2: Assistant Professor	6	12.50%	9	18.75%	18	37.50%	-	-	27	56.25%	33	68.75%
Rank 3: Associate Professor	-	-	-	-	15	31.25%	-	-	15	31.25%	15	31.25%
Totals	6	12.50%	9	18.75%	33	68.80%	-	-	42	87.50%	48	100.0%

Table 22
Percentage of Length of Previous Contract – Non-Terminal Degrees

	Previous 1 year		Previous 2 year		Previous 3+ year		Previous no-term		Previous multi-year		Total Previous Contracts	
Rank 2: Assistant Professor	18	37.50%	5	10.42%	10	20.83%	-	-	15	31.25%	33	68.75%
Rank 3: Associate Professor	1	2.08%	1	2.08%	13	27.08%	-	-	14	29.17%	15	31.25%
Totals	19	39.58%	6	12.50%	23	47.91%	-	-	29	60.42%	48	100.00%

Table 23
Years in Prior Rank – Terminal Degrees

Promoted to:	Mean	Median	Mode	1-4 Years in Prior Rank		5-9 Years in Prior Rank		10-14 Years in Prior Rank		15+ Years in Prior Rank		Total Faculty Promoted	
Associate Professor	8.0	6	6	10	18.2%	30	54.5%	8	14.5%	7	12.7%	55	100.0%
Professor	8.5	8	4	8	28.6%	9	32.1%	8	28.6%	3	10.7%	28	100.0%
Totals	-	-	-	18	21.7%	39	47.0%	16	19.3%	10	12.0%	83	100.0%

Table 24
Years in Prior Rank – Non-Terminal Degrees

Promoted to:	Mean	Median	Mode	1-4 Years in Prior Rank		5-9 Years in Prior Rank		10-14 Years in Prior Rank		15+ Years in Prior Rank		Total Faculty Promoted	
Assistant Professor	8.9	8	6	3	9.1%	18	54.5%	8	24.2%	4	12.1%	33	100.0%
Associate Professor	9.9	8	15	3	20.0%	5	33.3%	1	6.7%	6	40.0%	15	100.0%
Totals	-	-	-	6	12.5%	23	47.9%	9	18.8%	10	20.8%	48	100.0%

In the College of Medicine, 60 dossiers were put forward for review and 58 were promoted (see Table 27). About 78% of promotions were to the second rank and about 14% were to the third rank (see Table 27). Fifty percent of those promoted in the College of Medicine were female (see Table 25). College of Medicine faculty identifying as White comprised 69% of promoted faculty, faculty identifying as Hispanic comprised 5.2%, faculty identifying as Black comprised 6.9%, and faculty identifying as Asian comprised 18.9% (see Table 26). Salary increases ranged from 4 to 8% with mean and median increases of 8% (see Table 28). Seven faculty employed by the College of Medicine received term contracts (six 1-year and one 3-year), while the 51 faculty who are Penn State Hershey Medical Center employees did not receive a contract, as their faculty appointments are dependent upon their primary PSHMC appointments.

Table 25

Promotions by Identified Gender

-	Female	Male
Associate Professor	22	23
Full Professor	2	3
Other = Title Outside AC21	2	3

Table 26

Promotions by Identified Race/Ethnicity

-	Asian	Black	Hispanic	INT	UDL	White
Associate Professor	9	4	3	-	-	29
Full Professor	1	-	-	-	-	7
Other = Title Outside AC21	1	-	-	-	-	4

INT = International Faculty, Non-Citizens, and Faculty who are not Permanent Residents; MLT = Multiple, more than one race selected through self-identification; UDL=Undeclared

Table 27

Promotions by New Rank and Campus Type

College/Campus	Total Faculty Promoted	Rank #2 = 76		Rank #3 = 21		Rank = Other (Title outside of AC21)	
College of Medicine	58	45	77.6%	8	13.8%	5	8.6%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to the promotion.

Table 28

Non-tenure-line Salary Increase and Length of New Contract

College/Campus	% Salary Increase	Mean Salary Increase	Median Salary Increase	1-year contracts		2-year contracts		3-year contracts		No-term contracts		Total faculty promoted	
College of Medicine	4%-8%	8.0%	8.0%	6	10%	-	-	1	2%	51	88%	58	100.0%

Note: This table reflects the current contracts held by non-tenure-line faculty who were promoted. Some were in place prior to promotion.