

From the Offices of the Vice Provost for Faculty Affairs and Planning, Assessment, and Institutional Research

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## Faculty Tenure Flow Annual Report

### May 2023

### Executive Summary

During the academic year 2015-16, 166 faculty members entered the tenure track. Ninety-six (58%) earned tenure at the end of a seven-year period. Those not achieving tenure were not necessarily denied tenure. Some left for personal or professional reasons; several individuals had longer tenure paths due to stays or COVID extensions.<sup>1</sup> As of September 2022, 26 individuals had taken at least one stay, and 30 (out of an eligible pool of 104) took COVID extensions. Twenty-four of these individuals (14% of the original cohort) are still on path. Table 1 summarizes the cohort and provides a comparison to the updated year 8 data for the 2014-2015 data.

**Table 1: Summary of Tenure Rates for 2014 and 2015 Cohorts as of September 30, 2022**

Cohort Year	# Entrants	# Tenured	% Tenured as of 06/2022	# On Path	% On Path	Took Stay*	Took Extension*	Eligible for Extension*
2015-16	166	96	58%	24	14%	26	30	104
2014-15	138	81	59%	6	4.35%			

The report provides information on the characteristics of faculty and their tenure achievement rates, as well as the number of reviews and positive recommendations during the second, fourth, and sixth-year reviews. Key findings include the following:

- Percentages of faculty earning tenure and overall percentages of tenure-line faculty remain consistent.
- COVID extensions and stays slightly increased from last year. This is expected for the next two to three years given the time COVID hit relative to the tenure probationary period.
- Rates of Underrepresented Minority (URM) faculty remain consistent, representing nine percent of the entering cohort.
- Women earned tenure at a markedly lower percentage than their male colleagues (46% vs 66%). Thirty-seven percent (25) of the women left the cohort.

There is continuing interest in understanding how extensions affect the eventual outcomes related to tenure, retention, and promotion. Differences by gender, race, and discipline could emerge that go beyond the scope of this report.

<sup>1</sup> Faculty members who were on path during 2020 have the option to take a one-year extension during any time before April 1<sup>st</sup> of the penultimate year of their probationary period. More information can be found at <https://vpfa.psu.edu/promotion-and-tenure/>.

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## Introduction

Penn State tracks the rates at which provisionally appointed (tenure-line) faculty members achieve tenure. Tabulations are shared with Penn State's administrative and academic leadership, as well as with the University Faculty Senate. This report and prior years' reports are available on the Office of Planning, Assessment, and Institutional Research's web page (<https://opair.psu.edu/institutional-research/projects/faculty-tenure-flow-rates/>). This report is conducted at the request of and provided to the Faculty Affairs Committee of the University Faculty Senate. It is also first provided to the Office of the Vice Provost for Faculty Affairs.

## Distribution of Penn State Faculty

In Fall 2015, Penn State employed 6,127 full-time faculty members, including lecturers and librarians (Table 2). Of these, 48% were tenure-line faculty members. By Fall 2022, this number was 6,396, with 47% on tenure-line. Since both Fall 2020 and Fall 2021 were exceptional years due to the COVID-19 pandemic, Fall 2019 is also provided for comparison. College of Medicine faculty members are included in the counts.

**Table 2: Full-Time Faculty<sup>2</sup> by Tenure Status: Fall 2015 compared with Fall 2019<sup>3</sup>, 2020, 2021, and 2022**

	Fall 2015		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
Faculty type	Number	%	Number	%	Number	%	Number	%	Number	%
Tenured	2,251	37%	2,145	34%	2,161	33%	2,169	34%	2,166	34%
Tenure track (Provisional)	660	11%	884	14%	910	14%	898	14%	852	13%
<b>Subtotal Tenure-Line Faculty</b>	<b>2,911</b>	<b>48%</b>	<b>3,029</b>	<b>47%</b>	<b>3,071</b>	<b>47%</b>	<b>3,067</b>	<b>47%</b>	<b>3,018</b>	<b>47%</b>
Non-tenure-line	3,216	52%	3,363	53%	3,395	53%	3,395	53%	3,378	53%
<b>Total</b>	<b>6,127</b>	<b>100%</b>	<b>6,392</b>	<b>100%</b>	<b>6,466</b>	<b>100%</b>	<b>6,462</b>	<b>100%</b>	<b>6,396</b>	<b>100%</b>

**NOTE:** Librarians are included in the tenure-line faculty. "Other" are non-tenure-line faculty.

The years leading up to 2015 and continuing through 2021 represent a long-term trend of increasing full-time faculty counts. Despite COVID pandemic stressors, faculty counts remained steady, at least at the University level. This lack of volatility, especially within tenure-line faculty, suggests that policies such as tenure stays and the COVID extension (both discussed later) likely contributed to the

stability and, at the very least, were not detrimental.

For Fall 2022, the proportions of faculty type remained virtually unchanged. Still, the total full-time faculty count dropped 1%, with both the totals of tenure-line faculty and the non-tenure-line full-time faculty counts dropping. While total University enrollment has fallen slightly, undergraduate bachelor's enrollment has increased slightly, so consistency in faculty counts aligns with consistency in enrollment.

<sup>2</sup> Includes College of Medicine affiliate faculty.

<sup>3</sup> Fall counts are from *OPAIR Data Digest HR pages*, <https://datadigest.psu.edu/faculty-and-staff/>

## Progression of Tenure-Track Assistant Professors

Tenure rates are calculated from the time of appointment through the seventh year. While unusual for a faculty member to stop the tenure clock, a year of tenure stay during the provisional period is possible, and University policy does allow for a second stay if conditions warrant. Table 3 shows the typical timeline for those on the tenure track. Those faculty members who began in 2015 and took one stay with no other pauses would go up for review in 2021-2022 and have tenure conferred on June 30, 2022, at the end of Year 7. The 2015 cohort saw three individuals take two stays during their provisional period, while 23 took one stay.

**Table 3: Typical Tenure-Track Timeline for the 2015 Cohort**

Time	Year	Event
July 1, 2015		Effective date of appointment
2015-2016	1	Annual review
2016-2017	2	Second-year review
2017-2018	3	Annual review
2018-2019	4	Fourth-year review (start preparing tenure app)
2019-2020	5	Annual review
2020-2021	6	Sixth-year review (tenure decision made at this time)
June 30, 2021		Tenure conferred at end of Year 6

The COVID pandemic has had a differential impact on the 2015 cohort. The option was offered to faculty to extend the provisional period by one year for anyone on path during 2020. Thirty individuals in the 2015 cohort chose to take this extension, up from 15 in the 2014 cohort. This is likely due to timing and progression along the tenure calendar. The 2015 cohort was not as far along the path and, therefore, more people were eligible to take the extension. In addition, COVID is likely to have had an impact on the rate of research, scholarship, and creative accomplishments. The number of stays (26) and extensions (30) suggest that the cohort's seven-year tenure rate of 58% will continue to increase. As of Fall 2022, 24 individuals are still on path,<sup>4</sup> representing 14% of the original 2015 cohort.

Table 4 (below) shows the tenure achievement rates for each cohort disaggregated by gender. Race and ethnicity are shown in a later table. Over the past ten cohort years, 1,340 faculty members have

entered provisional status at Penn State at all locations.<sup>5</sup> In fall 2015, 166 faculty members started the tenure path and 96 (58%) had achieved tenure by June 30, 2022, including eight individuals earning early tenure.

<sup>4</sup> Individuals taking a tenure stay are still considered as part of their original cohort unless their unit makes a change to their Tenure Anniversary Date within the HR system. Attachment A details how faculty are identified for each cohort.

<sup>5</sup> Excluding the Pennsylvania College of Technology, but including the College of Medicine.

Despite fluctuations in entering cohort size, the tenure achievement rate of each cohort has remained rather consistent over the last 10 years, averaging 61%. As discussed previously, the 2015 cohort figure of 58% is likely slightly low due to the number of stays and COVID extensions taken by cohort members. We anticipate further increases in tenure awards through the 8<sup>th</sup> year and will continue to track progress. *All data below is current as of September 30, 2022.*

**Table 4: Long-term Tenure Rates by Gender**

Cohort	Total			Female			Male		
	Faculty	Tenured		Faculty	Tenured		Faculty	Tenured	
	N	N	%	N	N	%	N	N	%
2003-04	145	88	61%	65	41	63%	80	47	59%
2004-05	133	78	59%	43	22	51%	90	56	62%
2005-06	147	84	57%	65	33	51%	82	51	62%
2006-07	134	79	59%	64	36	56%	70	43	61%
2007-08	159	102	64%	67	36	54%	92	66	72%
2008-09	162	92	57%	59	34	58%	103	58	56%
2009-10	130	75	58%	57	29	51%	73	46	63%
2010-11	138	88	64%	59	39	66%	79	49	62%
2011-12	81	56	69%	36	24	67%	45	32	71%
2012-13	112	68	61%	47	24	51%	65	44	68%
2013-14[1]	139	92	66%	58	35	60%	81	57	70%
2014-15	138	81	59%	63	38	60%	75	43	57%
2015-16	166	96	58%	67	31	46%	99	65	66%
<b>5 Yr Tot</b>	636	393		271	152		365	241	
<b>5 Yr Avg</b>	127.2	78.6	62%	54.2	30.4	56%	73	48.2	66%
<b>10 Yr Tot</b>	1359	829		577	326		782	503	
<b>10 Yr Avg</b>	135.9	82.9	61%	57.7	32.6	57%	78.2	50.3	64%
<b>All Yrs Tot</b>	1940	1184		815	462		1125	722	
<b>All Yrs Avg</b>	138.6	84.6	61%	58.2	33.0	57%	80.4	51.6	64%

[1] One faculty member was erroneously reported for the 2013 cohort rather than the 2014 cohort. They have been backed out of 2013 and the tables represent the adjusted numbers.

## Tenure Stays

Tenure stays, which stop the tenure clock for a year, may be granted for medical, family, and/or personal reasons. For the cohort of 2015, 26 (16%) of the 166 faculty took a stay and three of these individuals took a second stay, for a total of 29 stays. The stays occurred across the probationary period with the majority occurring in the third (6) and fourth (14) years.

**Table 5: Tenure Achievement and Stay-Taking, 2014 and 2015 Cohorts**

	Not Tenured in 7 Yrs	%	Tenured in 7 Yrs	%	Total	%
<b>2014</b>						
Did not Take Stay	43	40%	65	60%	108	100%
Took Stay	21	70%	9	30%	30	100%
<b>Grand Total</b>	<b>64</b>	<b>47%</b>	<b>74</b>	<b>53%</b>	<b>138</b>	<b>100%</b>
<b>2015</b>						
Did not Take Stay	55	39%	85	61%	140	100%
Took Stay	15	58%	11	42%	26	100%
<b>Grand Total</b>	<b>70</b>	<b>42%</b>	<b>96</b>	<b>58%</b>	<b>160</b>	<b>100%</b>

Table (above) provides statistics for tenure achievement within seven years by stay status. As noted earlier, stays are different than the COVID extensions.

**Table 6: Seven-Year Tenure Achievement by Stays and Extensions in the 2015 Cohort**

	Took 1 Stay	%	Took 2 Stays	%	No Stays	%	Total Count	Total %
<b>Tenured within 7 Years</b>								
No Extension*	11	48%			71	51%	82	49%
Took Extension					14	10%	14	8%
<b>Not Tenured within 7 Years</b>								
No Extension	5	22%	1	33%	48	34%	54	33%
Took Extension	7	30%	2	67%	7	5%	16	10%
<b>Total</b>	<b>23</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>140</b>	<b>100%</b>	<b>166</b>	<b>100%</b>

\*4 Rescinded

As noted earlier, stays are different than the COVID extensions.

Table 7 shows the overlap between stays and extensions. It should be noted that 47 individuals (28%) stopped the clock in some way.

**Table 7: Stopping the Clock for the 2015 Cohort**

	Count	%
Stopped the clock at least once	47	28%
Did not stop the clock	119	72%
<b>Total</b>	<b>166</b>	<b>100%</b>

## The COVID pandemic and the 2020 extension

In response to the COVID shutdown in 2020-21, the University announced a one-year extension of the provisional tenure period for all faculty in their probationary period during calendar year 2020.<sup>6</sup> The COVID extension is not a tenure stay, although it does stop the tenure clock. While any faculty member is eligible to take a stay, only those who were on track during 2020 are guaranteed a COVID extension.<sup>7</sup> A second COVID extension may be requested though to date, there have been no requests. If a faculty member takes a COVID stay, but then decides to rescind it, they cannot retake it later. Several faculty members (14 out of 26) opted to take both an extension and a stay. Four faculty members from the 2015 cohort rescinded their extension.

**Table 8: COVID Extensions**

2015 Cohort	Eligible for Extension	Took Extension	% of Eligible
166	104	30	29%

## Gender

Gender differences in tenure achievement are a topic worth additional research. In 2015, 67 women entered the tenure path, and 32 (48%) achieved tenure by Spring 2021 (Table 9). During the same time span, 99 men entered and 43 achieved tenure (43%). These numbers are in line with previously documented trends.<sup>8</sup> Over the last decade, one third more men than women have entered the tenure track and a greater proportion typically receive tenure at the end of seven years. Notably, 18 individuals were still on path as of Fall 2022 and 14 of these were women.

The male and female tenure rates reflect the percent of faculty who achieved tenure within seven years. However, the number of people who are denied tenure cannot be derived from the remainder even discounting the 18 individuals still on path.

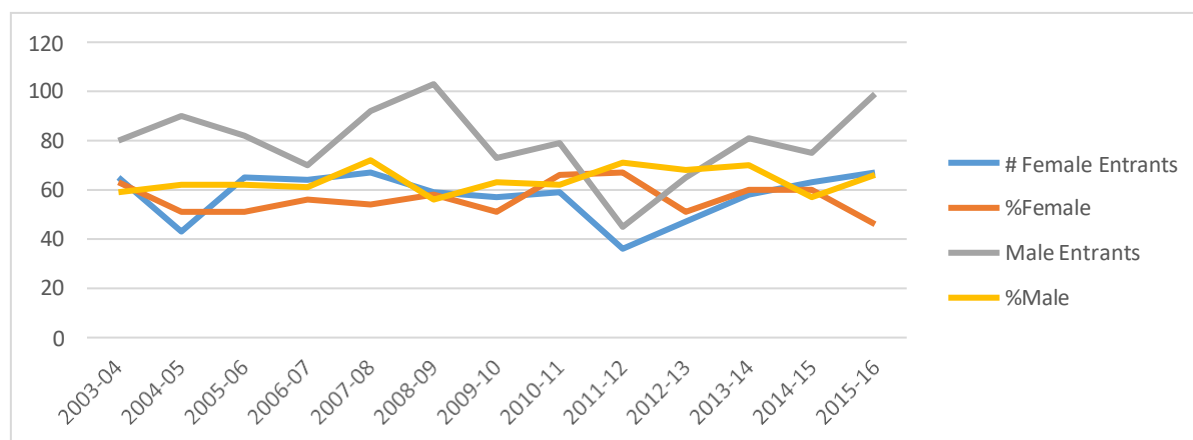
**Table 9: Number Leaving Penn State by Gender**

	2015	2016	2017	2018	2019	2020	2021	Total Leaving	In Cohort	% Leaving
Female	1	3	4	7	7	1	2	25	67	37%
Male	4	2	3	3	4	3	5	24	99	24%
<b>Total Leaving</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>10</b>	<b>11</b>	<b>4</b>	<b>7</b>	<b>49</b>	<b>166</b>	<b>30%</b>

<sup>6</sup> See the Vice Provost for Faculty Affairs website at <https://vpfa.psu.edu/promotion-and-tenure/> for the guideline document and FAQ.

<sup>7</sup> The cohort of 2015 is the second group to overlap 2020 during their seven-year period.

<sup>8</sup> Source: March 2021 Faculty Tenure-Flow Rates <https://opair.psu.edu/institutional-research/projects/faculty-tenure-flow-rates/>

**Figure 1: Tenure Achievement Counts and Percentages by Gender**

### Gender and the COVID Extension

Of the 104 individuals eligible to take the COVID-19 extensions, 41 were women and 63 were men. In the first COVID cohort of 2014, it was noted that significantly more women than men took the extension.

Since more women take stays, there were more women in the 2014 cohort eligible to take the extension. Also, the initial concerns of that cohort likely included being further along the tenure clock and the uncertainty about COVID shutdown's effect on research. The 2015 cohort had more time to consider COVID's impact, and the gender difference was much less, though it did persist.



**Table 10: Extensions by Gender 2015 Cohort**

	<b>Did not Take</b>	<b>%</b>	<b>Took Extension</b>	<b>%</b>	<b>Total Count</b>	<b>Total %</b>
Female	27	66%	14	34%	41	100.00%
Male	47	75%	16	25%	63	100.00%
<b>Grand Total</b>	<b>74</b>	<b>71%</b>	<b>30</b>	<b>29%</b>	<b>104</b>	<b>100.00 %</b>

**Note** -- Two extensions were rescinded and are not listed here.

### Gender and Tenure Stays

A tenure stay is not affiliated with a COVID extension and existed before COVID. In what could be perceived as positive step in equity, almost the same number of men and women took a stay. The proportions are still somewhat unequal because men outnumber women in the cohort 99 to 67. For women, 21% took a stay. For men, 12% took a stay. No man took a second stay.

**Table 11: Stays by Gender**

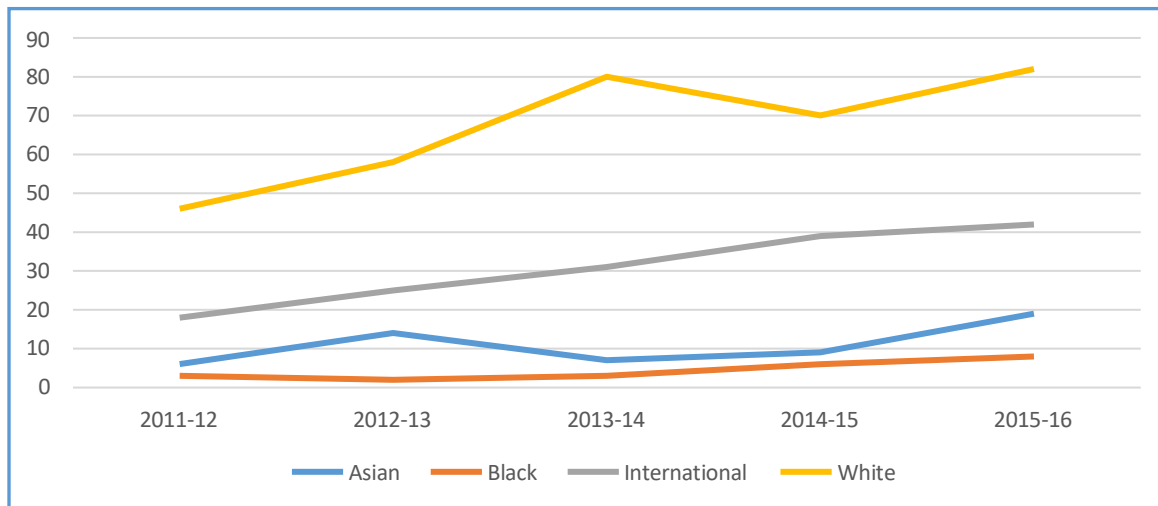
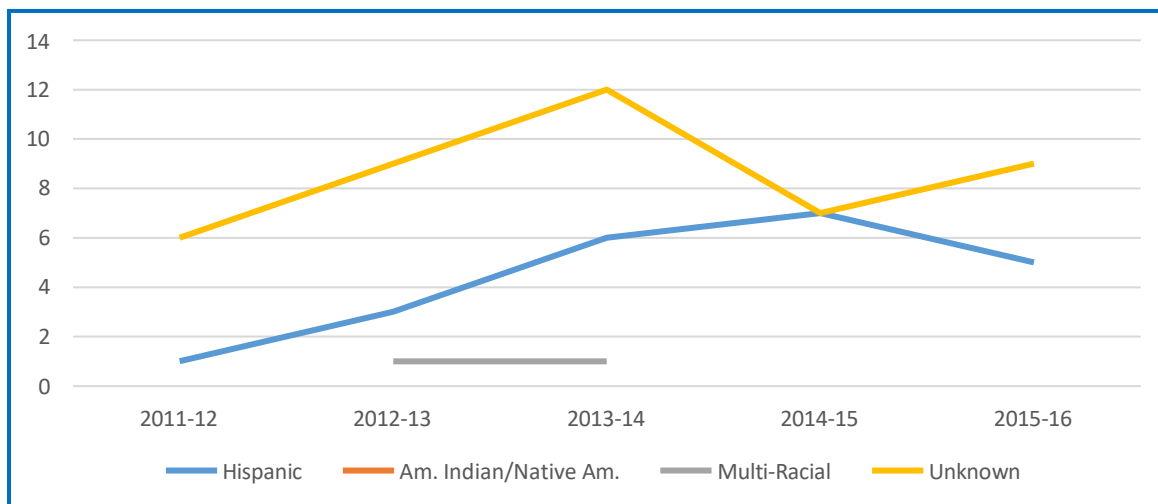
2015	<b>Female</b>	<b>%</b>	<b>Male</b>	<b>%</b>	<b>Total</b>	
Did not take stay	53	38%	87	62%	140	100%
Took stay	11	48%	12	52%	23	100%
Took 2 stays	3				3	100%
<b>Grand Total</b>	<b>67</b>		<b>99</b>		<b>166</b>	<b>100%</b>

### Race/Ethnicity

One of the University's goals is to increase the diversity of the faculty. Penn State follows the IPEDS reporting standards when reporting on race/ethnicity so that we can compare our faculty and staff population with our peers. Not doing so would compromise Penn State's ability to compare to our peers and may over-represent demographics compared to the national norms. Any person who is a U.S. Nonresident is to be reported as either International or U.S. Nonresident regardless of how they may have answered the race/ethnicity questions. The most recent information at the time the data is pulled is used for this report. Should someone who entered in 2015 become a U.S. citizen, they are not included in the international category and their race/ethnicity is reflected in one of the seven other categories.

The graph on the next page highlights the different trajectories among different race categories. Although the number of White faculty has varied the most over time, they remain the largest group. Figure 2 and 3 display table 12 totals in graph format.

Tables 12, 13, and 14 break out faculty by gender and by race/ethnicity. Table 15 shows five years of race/ethnicity data for the 2011-12 through 2015-16 cohorts.

**Figure 2: Counts for White, International, Black, and Asian Faculty****Figure 3: Counts for Hispanic, American Indian/Nat. Alaskan, Multi-Racial, and Unknown Faculty\***

\* Note the scale change due to smaller numbers

**Table 12: Faculty by Race/Ethnicity Since 2011-12**

	Total			Asian			Black			Hispanic			Amer Indian/ Nat Alaskan			International			Multi-Racial			Unknown			White		
	Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured	
Cohort	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
2011-12	81	56	69%	6	5	83%	3	2	67%	1	1	100%	1	1	100%	18	13	72%				6	3	50%	46	31	67%
2012-13	112	68	61%	14	11	79%	2	2	100%	3	2	67%				25	14	56%	1		0%	9	5	56%	58	34	59%
2013-14	139	91	65%	7	5	71%	3	1	33%	6	6	100%				31	19	61%	1		0%	12	6	50%	79	54	68%
2014-15	138	81	59%	9	6	67%	6	2	33%	7	2	29%				39	23	59%				7	7	100%	70	41	59%
2015-16	166	96	58%	19	9	47%	8	4	50%	5	1	20%				42	27	64%	1	1	100%	9	6	67%	82	48	59%
5 Yr Tot	636	392		55	36		22	11		22	12		1	1		155	96		3	1		43	27		335	208	
5 Yr Avg	127.2	78.4	62%	11	7.2	69%	4.4	2.2	57%	4.4	2.4	63%	1	1	100%	31	19.2	63%	1	1	33%	8.6	5.4	64%	67	41.6	62%

**Table 13: Women by Race/Ethnicity**

	Total			Asian			Black			Hispanic			Amer Indian/ Nat Alaskan			International			Multi-Racial			Unknown			White		
	Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured		Faculty	Tenured	
Cohort	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
2011-12	36	24	67%	3	2	67%	2	1	50%	1	1	100%				3	2	67%				4	1	25%	23	17	74%
2012-13	47	24	51%	5	3	60%	2	2	100%							9	3	33%				6	3	50%	25	13	52%
2013-14	58	35	60%	3	2	67%	2	0	0%	2	2	100%				6	2	33%	1		0%	6	4	67%	38	25	66%
2014-15	63	38	60%	2	2	100%	5	1	20%	4	2	50%				13	7	54%				3	3	100%	36	23	64%
2015-16	67	31	46%	5	1	20%	6	3	50%	4	1	25%				13	6	46%				3	3	100%	36	17	47%
5 Yr Tot	271	152		18	10		17	7		11	6		0	0		44	20		1	0		22	14		158	95	
5 Yr Avg	54.2	30.4	57%	3.6	2	63%	3.4	1.4	44%	2.75	1.5	69%				8.8	4	47%	1		0	4.4	2.8	68%	31.6	19	61%

Table 14: Men by Race/Ethnicity

	Total			Asian			Black			Hispanic			Amer Indian/ Nat Alaskan			International			Multi-Racial			Unknown			White		
	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured	Faculty		Tenured
Cohort	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%	N	N	%
2011-12	45	32	71%	3	3	###	1	1	100%				1	1	100%	15	11	73%				2	2	100%	23	14	61%
2012-13	65	44	68%	9	8	89%				3	2	67%				16	11	69%	1	0	0%	3	2	67%	33	21	64%
2013-14	82	56	68%	4	3	75%	1	1	100%	4	4	100%				25	17	68%				6	2	33%	42	29	69%
2014-15	75	43	57%	7	4	57%	1	1	100%	3	0	0%				26	16	62%				4	4	100%	34	18	53%
2015-16	99	65	66%	14	8	57%	2	1	50%	1	0	0%				29	21	72%	1	1	100%	6	3	50%	46	31	67%
5 Yr Tot	366	240		37	26		5	4	3.5	11	6		1	1	1	111	76		2	1		21	13		178	113	
5 Yr Avg	73.2	48	66%	7.4	5.2	76%	1.25	1	88%	2.75	1.5	42%	1	1	100%	22.2	15.2	69%	1	1	50%	4.2	2.6	70%	35.6	22.6	63%

Efforts to increase the diversity of the faculty are challenging; however, progress can be seen in the last 5 years.

- The percentage of faculty who identify as White dropped 8% from the 2011-12 cohort to the 2015-2016 cohort.
- The percentage of Asian faculty increased by 4%.
- International faculty (U.S. Nonresident) comprise the second largest group, the proportions of which have risen from 22% in 2011-12 to 25% for the 2015 cohort. The total number of faculty has more than doubled in 5 years.
- The proportion of Black faculty rose slightly to 5% (8).
- The percentage of Hispanic faculty rose from 1% to 3%. Although the 2015-16 cohort dropped from 7 entering faculty in the previous year to 5. Out of five entering Hispanic faculty for 2015, only one was tenured within the seven years. At least two are still on path.

**Table 15: Group Proportions by Cohort Years**

Race/Ethnicity	2011-12		2012-13		2013-14		2014-15		2015-16	
	Count	%	Count	%	Count	%	Count	%	Count	%
<b>Asian</b>	6	7%	14	13%	7	5%	9	6%	19	11%
<b>Black</b>	3	4%	2	2%	3	3%	6	4%	8	5%
<b>Hispanic</b>	1	1%	3	3%	6	4%	7	5%	5	3%
<b>Am. Indian /Native Am.</b>	1	1%		0%		0%		0%		
<b>International</b>	18	22%	25	22%	31	22%	39	28%	42	25%
<b>Multi-Racial</b>		0%	1	1%	1	1%		0%	1	1%
<b>Unknown</b>	6	7%	9	8%	12	8%	7	5%	9	5%
<b>White</b>	46	57%	58	52%	80	57%	70	51%	82	49%
<b>Total</b>	<b>81</b>	<b>100%</b>	<b>112</b>	<b>100%</b>	<b>140</b>	<b>100%</b>	<b>138</b>	<b>100%</b>	<b>166</b>	<b>100%</b>

### Race/Ethnicity and COVID Extensions

Extension-taking varied by group. As reminder, the number of people eligible to take the extension reflects the number still on path; by 2020, as discussed previously, faculty members leave for many reasons prior to a tenure decision.

**Table 16: Extension Taking by Race/Ethnicity**

\*This includes 4 rescinded

<b>Race/Ethnicity</b>	<b>Did not Take*</b>	<b>%</b>	<b>Took Extension</b>	<b>%</b>	<b>Total Count</b>	<b>Total%</b>
<b>Asian</b>	6	50%	6	50%	12	<b>100%</b>
<b>Black/Afr. Amer.</b>	2	50%	2	50%	4	<b>100%</b>
<b>Hispanic</b>	2	67%	1	33%	3	<b>100%</b>
<b>International</b>	20	74%	7	26%	27	<b>100%</b>
<b>Multi-Racial</b>		0%	1	100%	1	<b>100%</b>
<b>Unknown</b>	4	67%	2	33%	6	<b>100%</b>
<b>White</b>	40	78%	11	22%	51	<b>100%</b>
<b>Grand Total</b>	<b>74</b>	<b>71%</b>	<b>30</b>	<b>29%</b>	<b>104</b>	<b>100%</b>

**Table 17: Extension Taking by Race/Ethnicity and Gender**

<b>Gender</b>	<b>Asian</b>	<b>Black/Af. Amer.</b>	<b>Hispanic</b>	<b>International</b>	<b>Multi-Racial</b>	<b>Unknown</b>	<b>White</b>	<b>Total</b>
Female	1	2	1	2		1	7	14
Male	5			5	1	1	4	16
<b>Grand Total</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>30</b>

## Race/Ethnicity and Tenure Stays

Numbers were generally too small to draw a conclusion for most groups. However, the two largest groups, White and International, had comparable stay-taking rates.

**Table 18: Stay-Taking by Race/Ethnicity**

Race/Ethnicity	Did not Take Stay	%	Took Stay	%	Total	Total%
Asian	17	89%	2	11%	19	100%
Black/Afr. Amer.	6	75%	2	25%	8	100%
Hispanic	4	80%	1	20%	5	100%
International	33	79%	9	21%	42	100%
Multi-Racial	1	100%		0%	1	100%
Unknown	9	100%		0%	9	100%
White	70	85%	12	15%	82	100%
<b>Total</b>	<b>140</b>	<b>84%</b>	<b>26</b>	<b>16%</b>	<b>166</b>	<b>100%</b>

Table 19 breaks out stays by race/ethnicity and gender. Small cell sizes complicate comparison efforts.

**Table 19: Stay-Taking by Race/Ethnicity and Gender**

Did not Take stay			Took Stay		Total Count	Total %
		%		%		
<b>Female</b>						
Asian	4	80%	1	20%	5	100%
Black	4	67%	2	33%	6	100%
Hispanic	3	75%	1	25%	4	100%
International	9	69%	4	31%	13	100%
Unknown	3	100%		0%	3	100%
White	30	83%	6	17%	36	100%
<b>Male</b>						
Asian	13	93%	1	7%	14	100%
Black	2	100%		0%	2	100%
Hispanic	1	100%		0%	1	100%
International	24	83%	5	17%	29	100%
Multi-Racial	1	100%		0%	1	100%
Unknown	6	100%		0%	6	100%
White	40	87%	6	13%	46	100%
<b>Grand Total</b>	<b>140</b>	<b>84%</b>	<b>26</b>	<b>16%</b>	<b>166</b>	<b>100%</b>



## Beyond the Seventh Year

The number of individuals still on path at the end of Year 7 raised the question of overall tenure achievement for previous cohorts. Table 20 below shows the numbers of individuals achieving tenure through 2022 for cohorts 2012-2015. The data below may vary from previous reports as these data are updated to reflect the current status.

**Table 20: Tenure Achievement after Year 7 (2012-2015 cohorts)**

Cohort	2015	2016	2017	2018	2019	2020	2021	2022	# In Cohort	Tenured in 7 Years	7 Year Tenure Rate	Total Tenured	Total Tenure Rate
<b>2012</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>40</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>112</b>	<b>63</b>	56%	<b>68</b>	61%
Female	1	2	4	13	3	1			47	<b>23</b>	49%	24	51%
Male	2	6	1	27	4	2	1	1	65	<b>40</b>	62%	44	68%
<b>2013</b>		<b>3</b>	<b>7</b>	<b>4</b>	<b>63</b>	<b>12</b>		<b>1</b>	<b>140</b>	<b>89</b>	64%	<b>90</b>	64%
Female		2	2		23	7			58	<b>34</b>	59%	34	59%
Male		1	5	4	40	5		1	82	<b>55</b>	67%	56	68%
<b>2014</b>			<b>1</b>	<b>4</b>	<b>9</b>	<b>51</b>	<b>8</b>	<b>8</b>	<b>138</b>	<b>73</b>	53%	<b>81</b>	59%
Female			1		2	25	4	6	63	<b>32</b>	51%	38	60%
Male				4	7	26	4	2	75	<b>41</b>	55%	43	57%
<b>2015</b>	<b>3</b>			<b>4</b>	<b>6</b>	<b>8</b>	<b>50</b>	<b>25</b>	<b>166</b>	<b>89</b>	54%	<b>96</b>	58%
Female	2					3	16	10	67	<b>29</b>	43%	31	46%
Male	1			4	6	5	34	15	99	<b>60</b>	61%	65	66%
<b>Total Tenured</b>	<b>6</b>	<b>11</b>	<b>13</b>	<b>52</b>	<b>85</b>	<b>74</b>	<b>59</b>	<b>35</b>	556	<b>314</b>	56%	<b>335</b>	60%

## Approval Percentages of Upper-Level Reviews

This section summarizes review data for the 2015 cohort, including the College of Medicine <sup>9</sup> and Dickinson Law, but excluding the Pennsylvania College of Technology. The tables below reflect second, fourth, and sixth-year reviews happening within a seven-year period, thus accommodating one year of tenure stay. Individuals taking a tenure stay usually would have their sixth-year review during year 7. The review outcomes reflected in Tables 23 do not differentiate between individuals who have their sixth-year review in year six or seven.

Tables 21-23 show the number of reviews and the number of positive and negative recommendations each year by total, gender, and race/ethnicity. Because the review path differs by unit, the number of reviews cannot be summed across the rows to get the total number of faculty reviewed. Instead, the number of individuals reviewed is provided in a separate column.

<sup>9</sup> College of Medicine faculty are reported using the 2, 4, and 6-year tables even if some are on a 10-year track. Those still on track at year six are mentioned in the corresponding section as still pursuing tenure.

## Second-Year Review

A total of 128 individuals went up for second-year review. Some, who came in with tenure credit, did not go through this first review, and review specifics vary by campus and by discipline. For example, two individuals had a review at the college committee level but not the dean level. Faculty members at UP colleges did not have campus-level reviews.

Table 21: Second-Year Tenure Reviews

	Distinct Individuals	Camp Comm	Chancellor	Dept Comm	Dept Head	Coll Comm	Dean
<b>Total Reviewed</b>	<b>128</b>	16	16	111	108	46	127
Positive		16	15	111	108	45	127
Negative		0	1	0	0	1	0
<b>Male Reviewed</b>	<b>78</b>	5	5	72	71	26	77
Positive		5	5	72	71	26	77
Negative		0	0	0	0	0	0
<b>Female Reviewed</b>	<b>50</b>	11	11	39	37	20	50
Positive		11	10	39	37	19	50
Negative		0	1	0	0	1	0
<b>Asian</b>	<b>27</b>	2	2	25	24	7	27
Positive		2	2	25	24	7	27
Negative		0	0	0	0	0	0
<b>Black</b>	<b>6</b>	1	1	5	5	0	6
Positive		1	1	5	5	0	6
Negative		0	0	0	0	0	0
<b>Hispanic</b>	<b>6</b>	1	1	5	5	1	6
Positive		1	1	5	5	1	6
Negative		0	0	0	0	0	0
<b>Am. Indian/Native Am.</b>	<b>1</b>	1	1	0	0	0	1
Positive		1	1	0	0	0	1
Negative		0	0	0	0	0	0
<b>International</b>	<b>1</b>	0	0	1	1	1	1
Positive		0	0	1	1	1	1
Negative		0	0	0	0	0	0
<b>White</b>	<b>70</b>	9	9	61	59	34	70
Positive		9	8	61	59	33	70
Negative		0	1	0	0	1	0
<b>Unknown</b>	<b>17</b>	2	2	14	14	3	16
Positive		2	2	14	14	3	16
Negative		0	0	0	0	0	0

## Fourth-Year Review

At the time of fourth-year review, 123 individuals (74% of the original cohort) started the review process. Please note that some faculty may have received early tenure, brought in tenure credit that would not include them in this list of those reviewed.

**Table 22: Fourth Year Tenure Reviews**

	Distinct Individuals	Camp Comm	Chancellor	Dept Comm	Dept Head	Coll Comm	Dean
<b>Total Reviewed</b>	<b>123</b>	14	20	106	106	93	115
Positive		14	19	104	103	85	112
Negative		0	1	2	3	8	3
<b>Male Reviewed</b>	<b>79</b>	5	9	73	73	53	74
Positive		5	9	72	71	51	72
Negative		0	0	1	2	2	2
<b>Female Reviewed</b>	<b>44</b>	9	11	33	33	40	41
Positive		9	10	32	32	34	40
Negative		0	1	1	1	6	1
<b>Asian</b>	<b>27</b>	2	4	24	24	21	24
Positive		2	4	24	24	20	24
Negative		0	0	0	0	1	0
<b>Black</b>	<b>6</b>	1	1	5	5	5	6
Positive		1	1	5	5	5	6
Negative		0	0	0	0	0	0
<b>Hispanic</b>	<b>6</b>	1	1	5	5	3	6
Positive		1	1	4	3	3	4
Negative		0	0	1	2	0	2
<b>Am. Indian/Native Am.</b>	<b>1</b>	1	1	0	0	1	1
Positive		1	1	0	0	1	1
Negative		0	0	0	0	0	0
<b>International</b>	<b>1</b>	0	0	1	1	1	1
Positive		0	0	1	1	1	1
Negative		0	0	0	0	0	0
<b>White</b>	<b>66</b>	7	11	57	57	51	61
Positive		7	10	56	56	46	60
Negative		0	1	1	1	5	1
<b>Unknown</b>	<b>16</b>	2	2	14	14	11	16
Positive		2	2	14	14	10	16
Negative		0	0	0	0	1	0

## Sixth-Year Review

Ninety-two individuals started their sixth-year review (55% of the original cohort) and either completed it or left before completion, either due to negative reviews or leaving the University.

**Table 23: Sixth-Year Tenure Reviews-**

	Distinct Individuals	Camp Comm	Chancellor	Dept Comm	Dept Head	Coll Comm	Dean	Univ	Final
<b>Total Reviewed</b>	<b>92</b>	8	12	82	82	91	88	82	84
Positive		8	12	81	82	91	88	82	84
Negative		0	0	1	0	0	0	0	0
<b>Male Reviewed</b>	<b>63</b>	4	7	59	59	62	60	55	57
Positive		4	7	58	59	62	60	55	57
Negative		0	0	1	0	0	0	0	0
<b>Female Reviewed</b>	<b>29</b>	4	5	23	23	29	28	27	27
Positive		4	5	23	23	29	28	27	27
Negative		0	0	0	0	0	0	0	0
<b>Asian</b>	<b>16</b>	1	2	15	15	16	15	13	14
Positive		1	2	15	15	16	15	13	14
Negative		0	0	0	0	0	0	0	0
<b>Black</b>	<b>4</b>	1	1	3	3	4	4	3	4
Positive		1	1	3	3	4	4	3	4
Negative		0	0	0	0	0	0	0	0
<b>Hispanic</b>	<b>2</b>	0	0	2	2	2	2	2	2
Positive		0	0	2	2	2	2	2	2
Negative		0	0	0	0	0	0	0	0
<b>Am. Indian/Native Am.</b>	<b>0</b>	0	0	0	0	0	0	0	0
Positive		0	0	0	0	0	0	0	0
Negative		0	0	0	0	0	0	0	0
<b>International</b>	<b>1</b>	0	0	1	1	1	1	1	1
Positive		0	0	1	1	1	1	1	1
Negative		0	0	0	0	0	0	0	0
<b>White</b>	<b>53</b>	4	7	47	47	53	50	48	48
Positive		4	7	47	47	53	50	48	48
Negative		0	0	0	0	0	0	0	0
<b>Unknown</b>	<b>16</b>	2	2	14	14	0	16	15	15
Positive		2	2	13	14	0	16	15	15
Negative		0	0	1	0	0	0	0	0

## Appendix A: Methodology of Cohort Constitution and Derivation

Cohorts were created using the Tenure Anniversary Date, which marks the start of the tenure clock. Each cohort included the following groups of people:

- Assistant professors starting in Fall of the cohort year under review.
- Faculty members hired as non-tenure-track who were later hired into a tenure-line position and had their Tenure Anniversary Date updated to the appropriate cohort date.
- Librarians of equivalent rank having the same Tenure Anniversary Dates.
- Faculty members who were initially hired with another Tenure Anniversary Date but were later assigned a new anniversary date with the cohort under consideration.

### Why does the data start with 2002-03 and not earlier?

The 2002-03 cohort was the first year in which detail-level data were available to verify each record.

### What if someone's Tenure Anniversary Date changed?

If an individual's tenure anniversary date changed to a later year, they were removed from their initial cohort and reassigned to the cohort of the new Tenure Anniversary Date.

### Does taking a tenure stay affect the cohort year?

No. Cohort year is determined by the Tenure Anniversary Date that each unit enters into the system.

### How were people with Tenure Credit handled?

Individuals who came in with credit and achieved tenure after Year 2 or 4 were still considered part of their cohorts if their Tenure Anniversary Date remained the same. They are reflected in the statistics for tenure achievement.

### What if someone changed their Gender or Race/Ethnicity?

The gender and race/ethnicity were kept the same as when the faculty member started because this study tracks the tenure outcomes of those entering the study.

### What if someone's tenure-granting unit changed?

If the Tenure Anniversary Date did not change, they were reported with their original cohort. If the Tenure Anniversary Year changed, they were removed from their original cohort and flagged to be placed in the cohort associated with the new Tenure Anniversary Date.

### How did you handle someone who might have stopped out for more than one year?

Since the study period is seven years, an individual stopping out for two or more years would be reported as not achieving tenure within seven years if their Tenure Anniversary Date remains unchanged.

**How were other possible exceptions handled?**

Source data for tenure achievement comes from Workday, and records are reported as of census snapshot (typically September 30). These data were reconciled with the list of review decisions compiled from the academic units.

**Why are some historical numbers different than in past reports?**

The criteria for inclusion in this report have changed slightly over time. Depending on the year, some previous report tables only included individuals who achieved tenure and were still employed by Penn State in Year 8. Other reports provided only tenure rates.

**Were individuals receiving immediate tenure included in each initial cohort?**

No. They are not included in the study.

## Appendix B: Levels of Review for Promotion and Tenure

Administrative guidelines to support the implementation of the University's policy on promotion and tenure, AC-23, are available in the document entitled "Promotion and Tenure Guidelines" (<https://bpb-us-e1.wpmucdn.com/sites.psu.edu/dist/4/137804/files/2023/08/2023-2024-Administrative-Guidelines-FINAL4.pdf>). The levels of review for promotion and tenure at Penn State can be viewed below.

### LEVELS OF REVIEW FOR PROMOTION AND TENURE

