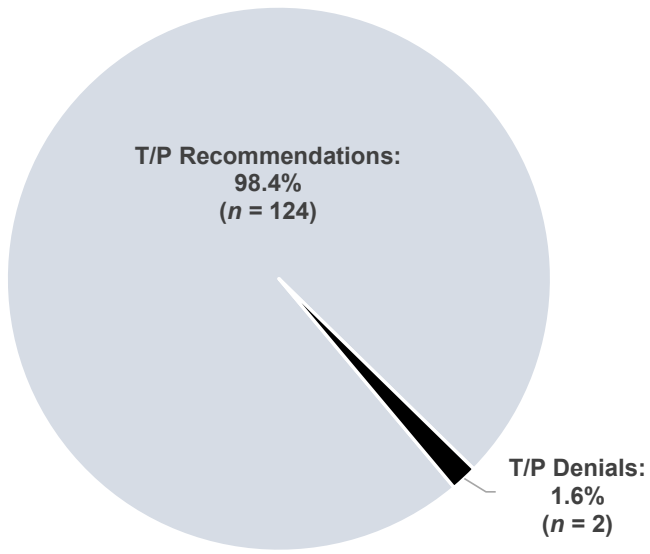


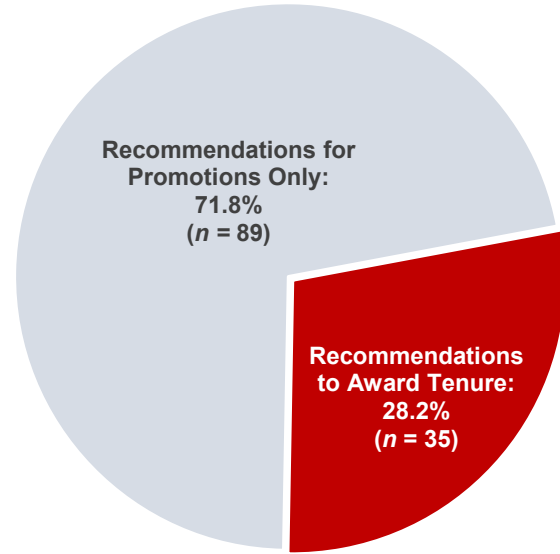
Office of Faculty Affairs

2020-21 Tenure & Promotion Highlights

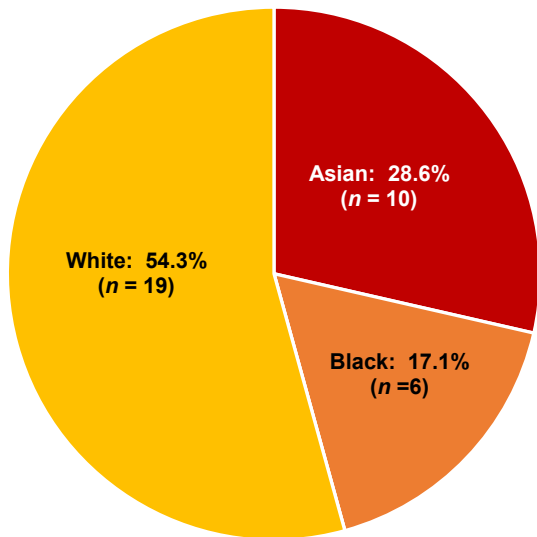
More than 98% of faculty were successful in tenure and/or promotions.



Approximately 28% of the recommendations were to award tenure for the first time.

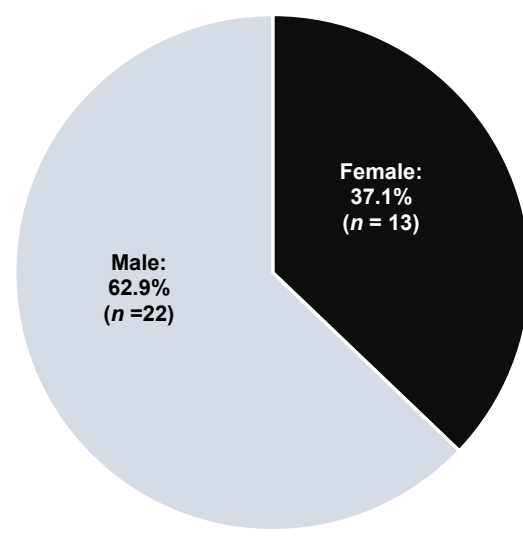


Newly Tenured¹ (n = 35) by Race



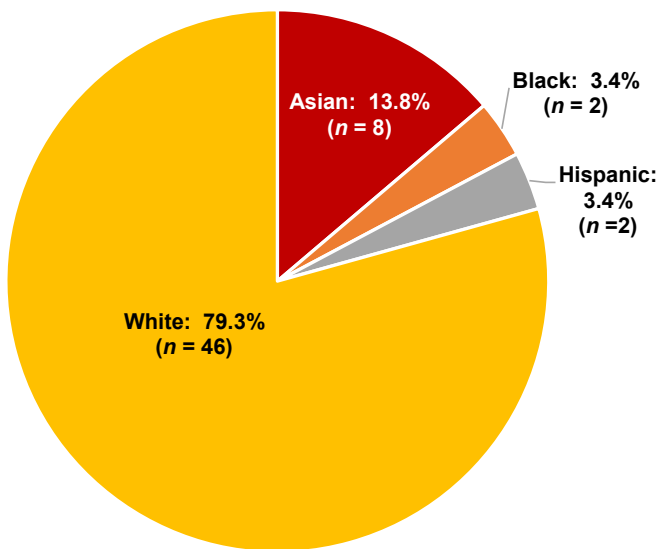
¹ Includes Faculty awarded tenure at the same rank (n = 3) or with a promotion (n = 32).

Newly Tenured¹ (n = 35) by Gender



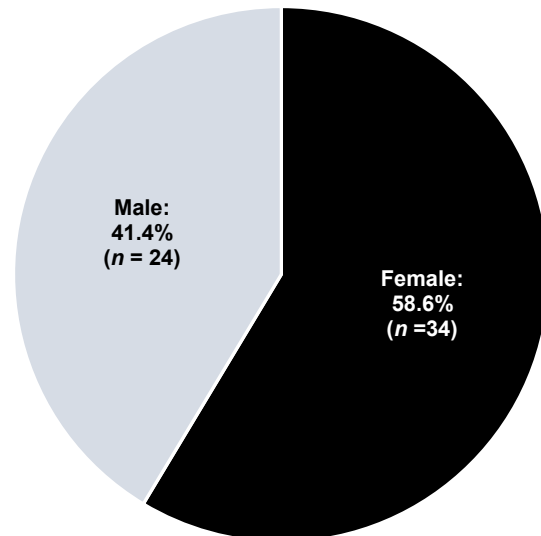
¹ Includes Faculty awarded tenure at the same rank (n = 3) or with a promotion (n = 32).

Non-Tenured² Promotions (n = 58) by Race



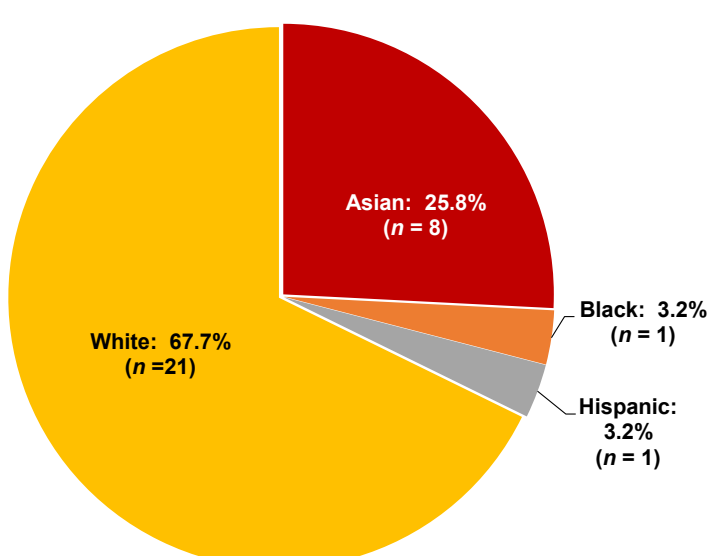
² Includes Term and Part-Time Faculty only.

Non-Tenured² Promotions (n = 58) by Gender

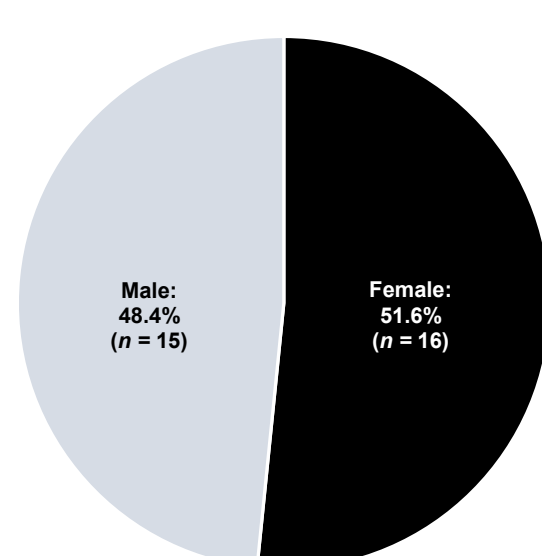


² Includes Term and Part-Time Faculty only.

Tenured Promotions to Full Professor (n = 31) by Race



Tenured Promotions to Full Professor (n = 31) by Gender



Office of Faculty Affairs

2020-21 Tenure & Promotion Actions¹ by Academic Unit by Race/Ethnicity

Unit/Action	Asian	Black	Hispanic	White	Total
College of Arts and Sciences	4	1	1	25	31
Non-Tenured Promotions			1	6	7
Tenured Promotions to Full Professor	1			10	11
Newly Tenured	3	1		9	13
College of Education and Human Development		2		6	8
Non-Tenured Promotions				1	1
Tenured Promotions to Full Professor				3	3
Newly Tenured		2		2	4
College of Business	3			3	6
Non-Tenured Promotions				1	1
Tenured Promotions to Full Professor	3			1	4
Newly Tenured				1	1
School of Dentistry	1		1	7	9
Non-Tenured Promotions				6	6
Tenured Promotions to Full Professor			1	1	2
Newly Tenured	1				1
Kent School of Social Work		1		1	2
Newly Tenured		1		1	2
Brandeis School of Law		1		1	2
Newly Tenured		1		1	2
University Libraries		1		1	2
Tenured Promotions to Full Professor		1		1	2
School of Medicine	12	3		28	43
Non-Tenured Promotions	8	2		25	35
Tenured Promotions to Full Professor	3			2	5
Newly Tenured	1	1		1	3
School of Music				2	2
Tenured Promotions to Full Professor				1	1
Newly Tenured				1	1
School of Nursing				5	5
Non-Tenured Promotions				4	4
Tenured Promotions to Full Professor				1	1
Speed School of Engineering	4		1	5	10
Non-Tenured Promotions			1	2	3
Tenured Promotions to Full Professor				1	1
Newly Tenured	4			2	6
SPHIS	2			2	4
Non-Tenured Promotions				1	1
Tenured Promotions to Full Professor	1				1
Newly Tenured	1			1	2
Total	26	9	3	86	124

¹ Non-Tenured Promotions include Term and Part Time Faculty Only; Newly-Tenured includes Faculty awarded tenure at the same rank or with a promotion.

Faculty Status by Academic Unit by Race/Ethnicity As of November 1, 2020*

Belknap Campus	College of Arts and Sciences				College of Business				College of Education and Human Development				School of Law				JB Speed School of Engineering				Kent School of Social Work				School of Music			
	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total
Frequency Percent of Category																												
American Indian/ Alaska Native	0	0	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Asian	2	5	27	34	0	4	12	16	0	0	2	2	0	0	0	0	6	19	25	0	0	2	2	0	0	0		
Black/African American	7	6	17	30	2	3	1	6	10	1	2	13	0	2	3	5	0	0	1	1	2	1	2	5	0	0	2	
Hispanic/Latino	3	3	7	13	1	0	2	3	1	0	2	3	0	0	1	1	0	1	2	3	0	0	2	2	0	0	0	
Native Hawaiian/ Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Non-Resident, Non-Citizen ¹	4	6	2	12	1	3	0	4	0	1	2	3	0	0	0	0	3	5	0	8	0	0	0	0	0	1	1	
Two or More Races	3	0	1	4	0	0	1	1	2	0	1	3	0	0	0	0	0	0	0	0	2	0	0	2	0	0	2	
Unspecified	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
White	63	45	173	281	18	5	26	49	29	9	38	76	5	2	20	27	18	6	50	74	11	4	12	27	6	11	18	
Total	82	65	228	375	22	15	42	79	44	11	47	102	5	4	24	33	21	18	72	111	15	5	18	38	6	12	22	

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

HSC Campus	School of Dentistry				School of Medicine				School of Nursing				School of Public Health and Information Sciences				
	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	
Frequency Percent of Category																	
American Indian/ Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	3	2	6	95	8	29	132	1	0	0	1	3	0	6	9	
Black/African American	1	0	0	1	20	1	6	27	6	0	1	7	4	0	3	7	
Hispanic/Latino	3	0	3	6	11	1	7	19	0	1	0	1	0	1	0	1	
Native Hawaiian/ Other Pacific Islander	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	
Non-Resident, Non-Citizen ¹	5	1	0	6	31	5	0	36	0	0	0	0	0	2	0	2	
Two or More Races	0	0	0	0	6	0	3	9	0	0	0	0	1	0	1	2	
Unspecified	0	0	0	0	21	1	4	26	0	0	2	2	0	0	0	0	
White	29	2	20	51	343	30	142	515	32	7	6	45	10	5	8	23	
Total	39	6	25	70	529	46	191	766	39	8	9	56	18	8	18	44	

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

Libraries	University Libraries			
	TERM	TENURE TRACK	TEN	Total
Frequency Percent of Category				
American Indian/ Alaska Native	0	0	0	0
Asian	0	0	1	1
Black/African American	1	1	3	5
Hispanic/Latino	0	0	0	0
Native Hawaiian/ Other Pacific Islander	0	0	0	0
Non-Resident, Non-Citizen ¹	0	0	0	0
Two or More Races	0	0	1	1
Unspecified	0	0	0	0
White	5	10	13	28
Total	6	11	18	35

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

* November 1, 2020 is the official faculty and staff census date.
Faculty status determined by primary appointment within PeopleSoft and reported to US Department of Education (IPEDS).

Faculty Status by Academic Unit by Race/Ethnicity New Hires Between November 1, 2020 - June 1, 2021*

Belknap Campus	College of Arts and Sciences				College of Business				College of Education and Human Development				School of Law				JB Speed School of Engineering				Kent School of Social Work				School of Music			
	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total
Frequency Percent of Category																												
American Indian/ Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black/African American	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian/ Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Resident, Non-Citizen ¹	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	1	0	0	1	1	0	0	1	2	0	0	2	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Total	1	0	0	1	1	0	0	1	3	0	0	3	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

HSC Campus	School of Dentistry				School of Medicine				School of Nursing				School of Public Health and Information Sciences			
	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total	TERM	TENURE TRACK	TEN	Total
Frequency Percent of Category																
American Indian/ Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	7	0	1	8	1	0	0	1	0	0	0	0
Black/African American	2	0	0	2	0	0	0	0	0	0	0	0	2	0	0	2
Hispanic/Latino	0	0	0	0	1	0	0	1	1	0	0	1	0	0	0	0
Native Hawaiian/ Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Resident, Non-Citizen ¹	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Unspecified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	3	0	0	3	31	0	1	32	6	0	0	6	1	0	0	1
Total	5	1	0	6	40	0	2	42	7	0	0	7	3	0	0	3

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

Libraries	University Libraries			
	TERM	TENURE TRACK	TEN	Total
Frequency Percent of Category				
American Indian/ Alaska Native	0	0	0	0
Asian	0	0	0	0
Black/African American	1	0	0	1
Hispanic/Latino	0	0	0	0
Native Hawaiian/ Other Pacific Islander	0	0	0	0
Non-Resident, Non-Citizen ¹	0	0	0	0
Two or More Races	0	0	0	0
Unspecified	0	0	0	0
White	1	1	0	2
Total	2	1	0	3

¹ Reported as non-resident aliens to US Department of Education (IPEDS).

* November 1, 2020 is the official faculty and staff census date. Faculty hire data are preliminary as of June 1, 2021. Faculty status determined by primary appointment within PeopleSoft and reported to US Department of Education (IPEDS). Race/ethnicity of new faculty hires is self-reported. Official faculty data to be reported on November 1, 2020 to the US Department of Education (IPEDS) will use citizenship to categorize non-resident, non-citizens and not their self-reported race/ethnicity.