

### Letters of Concern 2012 - 2019

Issued Year	Total # of LOCs	# of LOCs by Gender		# of Faculty up for reappointment	% of Faculty up for rpt receiving LOC	Reason for LOC	Outcome at next reappointment		% of Faculty Reappointed After LOC
		Female	Male				Non-Reappointments	Reappointments	
2011-2012	4	2	2	123	3%	S(4)	1	3	75%
2012-2013	1	0	1	156	1%	T(1)	0	1	100%
2013-2014	6	3	3	161	4%	T(1);CW(1);S & CW(1); S&D&CW(1); T&CW& S(1);D(1)	2	4	67%
2014-2015	11	5	6	205	5%	T(8); S(1); T&CW(1); S&T&CW(1)	3	8	73%
2015-2016	16	9	7	186	9%	S(3); S&CW(2); D&CW(2);T&S(1); C(1);T(7)	1	15	94%
2016-2017*	12	6	6	195	6%	T(6); S(4); CW & D(1); CW(1)	3	8	67%
2017-2018*	8	4	4	203	4%	C, D, CW(1); CW(2); D, CW(1); T,S(2); C,D(1); T(1)	0	7	88%
2018-2019	9	6	3	186	5%	S(5); CW(1); T(2); CW&S(1)			

T - Teaching; D - Departmental Contributions; CW - College-wide Contributions; G - Student Guidance; S - Scholarly Work; C - Collegiality

\* 1 Faculty resigned during the academic year

### Promotions 2012 - 2019

Year	Associate Professor									Full Professor									Avg. Time to Promotion	
	# Granted			# Applied			% Granted			# Granted			# Applied			% Granted				
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
2012	11	9	20	11	11	22	100%	82%	91%	2	3	5	2	3	5	100%	100%	3	4	
2013	7	12	19	8	12	20	88%	100%	95%	1	2	3	1	3	4	100%	67%	4	4	
2014	3	10	13	3	12	15	100%	83%	87%	3	5	8	3	6	9	100%	83%	5	6	
2015	8	14	22	9	14	23	89%	100%	96%	5	5	10	6	7	13	83%	71%	4	6	
2016	7	12	19	7	13	20	100%	92%	95%	4	4	8	8	4	12	50%	100%	4	5	
2017	9	20	29	12	26	38	75%	77%	76%	5	4	9	9	7	16	56%	57%	6	5	
2018	9	14	23	11	15	26	82%	93%	88%	4	9	13	4	13	17	100%	69%	5	4	
2019	4	14	18	9	18	27	44%	78%	67%	7	9	16	11	14	25	64%	64%	5	4	
<b>Total</b>	<b>58</b>	<b>105</b>	<b>163</b>	<b>70</b>	<b>121</b>	<b>191</b>	<b>83%</b>	<b>87%</b>	<b>85%</b>	<b>31</b>	<b>41</b>	<b>72</b>	<b>44</b>	<b>57</b>	<b>101</b>	<b>70%</b>	<b>72%</b>			

### TENURE

Hire Year	# Hired			# Resigned			Cohort			# from Cohort Granted Tenure			% of Cohort Granted Tenure		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
2005 - 2006	6	7	13	2	1	3	4	6	10	4	6	10	100%	100%	100%
2006 - 2007	6	4	10	1	1	2	5	3	8	5	2	7	100%	67%	88%
2007 - 2008	9	14	23	2	4	6	7	10	17	6	6	12	86%	60%	71%
2008 - 2009	13	14	27	2	3	5	11	11	22	10	10	20	91%	91%	91%
2009 - 2010	12	16	28	2	6	8	10	10	20	9	6	16	90%	60%	80%
2010 - 2011	10	15	25	1	1	2	9	14	23	7	10	17	78%	71%	74%
2011-2012	7	9	16	2	0	2	5	9	14	4	8	12	80%	89%	86%
2012-2013	19	28	47	2	6	8	17	22	39	16	18	34	94%	82%	87%
<b>Total</b>	<b>82</b>	<b>107</b>	<b>189</b>	<b>14</b>	<b>22</b>	<b>36</b>	<b>68</b>	<b>85</b>	<b>153</b>	<b>61</b>	<b>66</b>	<b>128</b>	<b>90%</b>	<b>78%</b>	<b>84%</b>

### Fellowship Leave 2017 - 2019

Academic Year	Full Year									Half Year									Total								
	# Granted			# Applied			% Granted			# Granted			# Applied			% Granted			# Granted			# Applied			% Granted		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
2017	5	6	11	5	6	11	100%	100%	100%	3	2	5	3	2	5	100%	100%	100%	8	8	16	8	8	16	100%	100%	100%
2018	2	4	6	4	4	8	50%	100%	75%	3	4	7	4	4	8	75%	100%	88%	5	8	13	8	8	16	63%	100%	81%
2019	7	9	16	9	12	21	78%	75%	76%	1	2	3	1	2	3	100%	100%	100%	8	11	19	10	14	24	80%	79%	79%
<b>Total</b>	<b>14</b>	<b>19</b>	<b>33</b>	<b>18</b>	<b>22</b>	<b>40</b>	<b>78%</b>	<b>86%</b>	<b>83%</b>	<b>7</b>	<b>8</b>	<b>15</b>	<b>8</b>	<b>8</b>	<b>16</b>	<b>88%</b>	<b>100%</b>	<b>94%</b>	<b>21</b>	<b>27</b>	<b>48</b>	<b>26</b>	<b>30</b>	<b>56</b>	<b>81%</b>	<b>90%</b>	<b>86%</b>