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Questions or suggestions? Contact advance@wpi.edu.
Faculty composition by rank, appointment type, and gender
Women have been most underrepresented among tenured faculty at the rank of (full) Professor.

2018-2019

<table>
<thead>
<tr>
<th>Rank</th>
<th>% Women in STEM</th>
<th>% Women in All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>Associate</td>
<td>27%</td>
<td>34%</td>
</tr>
<tr>
<td>Full</td>
<td>15%</td>
<td>18%</td>
</tr>
</tbody>
</table>
Representation of women among full Professors has increased since the new promotion policy went into effect.
Women are also less represented among the most senior rank of \textit{Teaching Professors}.
A larger proportion of women faculty compared to men are in non-tenurable teaching- and research-track positions (TRT).

Figures are similar for STEM and non-STEM faculty.
Faculty satisfaction with promotion and mentoring (COACHE data)
Faculty satisfaction with promotion to full was an institutional weakness, in both 2014 and 2017.

COACHE Benchmark: Promotion to Full
(cluster of 8 questions*, 1-5 scale)

*6 questions on various aspects of clarity, 1 on reasonableness, 1 on department culture related to promotion
Associate Professors and women faculty had significantly lower levels of satisfaction with promotion to full, in both 2014 and 2017.

COACHE Benchmark: Promotion to Full
(cluster of 8 questions*, 1-5 scale)

*6 questions on various aspects of clarity, 1 on reasonableness, 1 on department culture related to promotion
WPI faculty at different career stages reported wide variations in mentoring effectiveness. There were smaller differences by gender.

There is effective mentoring of pre-tenure faculty in my department.

There is effective mentoring of tenured Associate Professors in my department.

Other institutions:
52% (2017)

Other institutions:
23% (2017)
The proportion of WPI faculty reporting formal feedback about progress toward promotion is low but increasing.

Have you received formal feedback on your progress toward promotion to full?

- **2014**
  - WPI: 23%
  - Peers: 23%
  - All: 23%

- **2017**
  - WPI: 29%
  - Peers: 29%
  - All: 29%
In contrast, the proportion of WPI faculty reporting feedback about progress toward tenure is high: overall and compared to other institutions.

Have you received formal feedback on your progress toward tenure?

*2014 data were almost identical
Non-tenure track faculty also reported low mentoring effectiveness.

Ratings of mentoring effectiveness by different groups of faculty
(1-5 scale)

Mean (+/- std dev)

<table>
<thead>
<tr>
<th>Group</th>
<th>WPI (2017)</th>
<th>All institutions (COACHE 2017)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NTT faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pre-tenure faculty</td>
<td>3.5</td>
<td>3.2</td>
</tr>
<tr>
<td>Associate professors</td>
<td>2.8</td>
<td>2.5</td>
</tr>
</tbody>
</table>
Many faculty don’t know* if interdisciplinary work is rewarded or believe that it is not.

*23% responded “I don’t know” in 2017
Gender composition of the tenure and promotion committees
The membership of the Committee on Tenure and Academic Freedom (CTAF) historically has been gender-diverse.

Note: Tenured Associate Professors and (full) Professors are eligible for election to CTAF.
The membership of the Committee on Appointments and Promotions (COAP) has become more gender-diverse.

Note: Only tenured (full) Professors are eligible for election to COAP. Beginning in 2017-18, an additional member was added and the nomination procedure changed to echo that of the tenure committee.
Tenure and promotion success rates and time-in-rank for tenured faculty
Women faculty at WPI have been awarded tenure at a somewhat higher rate than men.

<table>
<thead>
<tr>
<th>Year</th>
<th>Woman Institute-wide</th>
<th>Woman STEM</th>
<th>Man Institute-wide</th>
<th>Man STEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>75%</td>
<td>80%</td>
<td>85%</td>
<td>90%</td>
</tr>
<tr>
<td>2018</td>
<td>85%</td>
<td>85%</td>
<td>90%</td>
<td>92%</td>
</tr>
<tr>
<td>2019</td>
<td>90%</td>
<td>90%</td>
<td>95%</td>
<td>95%</td>
</tr>
<tr>
<td>2020</td>
<td>95%</td>
<td>95%</td>
<td>95%</td>
<td>100%</td>
</tr>
</tbody>
</table>

(10 year look-backs)
The large gender gap in Associate-to-Full promotion success rate has been narrowing since the new promotion policy went into effect.
In 2017, tenured women faculty had spent more years at the Associate rank compared to men.

Analysis group
Tenured faculty with 13 or more years since their highest degree

- **Women**: 55% still Associate Professors
- **Men**: 39% still Associate Professors
The number of tenured women promoted to (full) Professor has increased significantly across three years of the new policy and processes.
Promotion success rates for teaching-track faculty
Promotion success rates have been high for teaching-track faculty (2016-2020)

![Bar chart showing promotion success rates for Asst-Assoc and Assoc-Full levels for Men and Women.](chart)

- **Asst-Assoc**: 100% success rate for Men, 100% for Women
- **Assoc-Full**: Almost 100% success rate for Men, 100% for Women
No women have applied for or received promotion to (Full) Teaching Professor between 2016-2020.
Multiple forms of scholarship pursued by promotion recipients
Many Associate Professors at WPI have pursued multiple forms of scholarship, well before the new promotion policy was in place.

Please indicate all types of scholarship presented in your promotion case, focusing on the period after you earned tenure.

Old policy: 2013-2017 (85% response rate)

New policy: 2018-2020 (81% response rate)
Under the new policy, a larger proportion of successful promotion candidates have emphasized non-discovery forms of scholarship.

Which type of scholarship did you emphasize most in your promotion case?

Old policy: 2013-2017
(85% response rate)

New policy: 2018-2020
(81% response rate)
From 2013-2020, a larger portion of promotion recipients who identify as female or non-binary have emphasized non-discovery forms of scholarship.