Methodology:

- Regression analysis of the 10 most-recent cohorts of tenured and tenure-track faculty (FY 2006 through FY 2015)
- Cox proportional hazard models of retention for all ranks
- Multinomial logit model with three outcomes—retention at rank, promotion or separation—for associate professors
- All analyses controlled for the following factors: college, sex, race/ethnicity, national origin, years since the highest degree was granted, time in rank and the annual average rate of growth in faculty salaries at TAMU

Abstract

This report summarizes the fall 2015 analysis of retention and promotion among tenured and tenure-track faculty members. The analysis covers the 10 most recent faculty cohorts (FY 2006 through FY 2015) at each rank: assistant professor, associate professor, and professor. Thus, analysis of tenure-track faculty examines all faculty members hired at or promoted to the rank of assistant professor since 2006; analysis of associate professors examines all faculty members hired at or promoted to the rank of associate professor since 2006; and analysis of professors examines all faculty members hired at or promoted to the rank of professor since FY 2006. Faculty members who were hired before 2006 were only included in the analysis if they were promoted into one of the cohorts during the analysis period (2006-2015). Because promotion decisions occur infrequently in the life of a faculty member and many departments have years where no faculty members are promoted or separated, promotion and retention at the department level, could not be analyzed, but we were able to examine differences across colleges and between STEM and non-STEM departments within colleges.

Additional Findings:

- Male associate professors in the College of Education were significantly more likely to be promoted to the rank of full professor than were females.
- No difference by sex in eight-year retention rates for associate professors.
- Retention rates for full professors significantly higher for females in Geosciences, Architecture and Mays, but numbers are very small.