



Associate Professor Time in Rank: 2016-17 Annual Report

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Executive Summary

The traditional path of promotion for tenure-track faculty members is assistant professor to associate professor to full professor. Achieving the rank of full professor is a significant career milestone for faculty. If faculty do not perceive that they can move through the promotion ranks at a reasonable rate, it may negatively influence their commitment to Penn State and result in excessive faculty turnover. For this reason, Penn State regularly reviews the time in rank of its associate professors. The 2016-17 findings show that:

- The number of associate professors at Penn State has grown 6.6% over the last decade. On average, associate professors have been in rank for 7.6 years and more than half (55.1%) have been in that rank for six or fewer years.
- Female and minority associate professors have a shorter average time in rank than their male and non-minority colleagues. Likewise, University Park associate professors have shorter average time in rank than their Commonwealth Campus peers.
- Among the 2010 cohort of associate professors, 75.3% remained at that rank six years later and 13.5% were full professors. The remaining 11.2% were no longer in these ranks.
- Promotion to professor within six years was more common at University Park than at the Commonwealth Campuses (22.4% compared to 2.6%), with a higher proportion of females at University Park achieving this level in comparison to males (25.0% compared to 21.6%). The higher proportion of females at University Park achieving promotion to professor represents a shift from previous years, and caution is suggested in the interpretation of this statistic due to the smaller proportion of females in the 2010-2011 cohort (29% versus the historical average of 42%).

The information provided in this report provides an accurate general picture of associate professors' time in rank, but comparisons across sub-groups should be interpreted with caution. The available data only portray part of the complex real-world interplay of many factors – individual decision, disciplinary differences, location or organizational relations, and more – that can affect faculty appointment, tenure, promotion, and career progress.

Why Study Associate Professors' Time in Rank?

Our Commitment to Impact: The Pennsylvania State University's Strategic Plan for 2016 to 2020 states the University's intention to "recruit and retain the best and most diverse talent" (p. 15, 2016). For faculty members, achieving the rank of full professor is a career milestone that typically represents the achievement of national and international recognition as a scholar. Promotion to this level includes increased stature and prestige, as well as increased salary (Gardner & Blackstone, 2013). Faculty retention has many influencing components (see Planning and Institutional Research, 2015), but failure to achieve promotion to full professor can be a

contributing factor to departure (Long, Allison, & McGinnis, 1993). While faculty members often receive significant mentoring and support on their path to tenure, a process which remains ambiguous for many, the path to full professor is even less well-defined (Buch, Huet, Rorrer, & Roberson, 2011). This may be particularly problematic in relation to the retention of female and minority faculty, who do not progress through academic promotion nationally (Figure 1; National Center for Education Statistics, 2015) and at Penn State (Figure 2) at the same rate as their male and non-minority colleagues.

Figure 1. Percent of total full-time faculty in degree-granting postsecondary institutions by rank, minority status, and gender (2013)

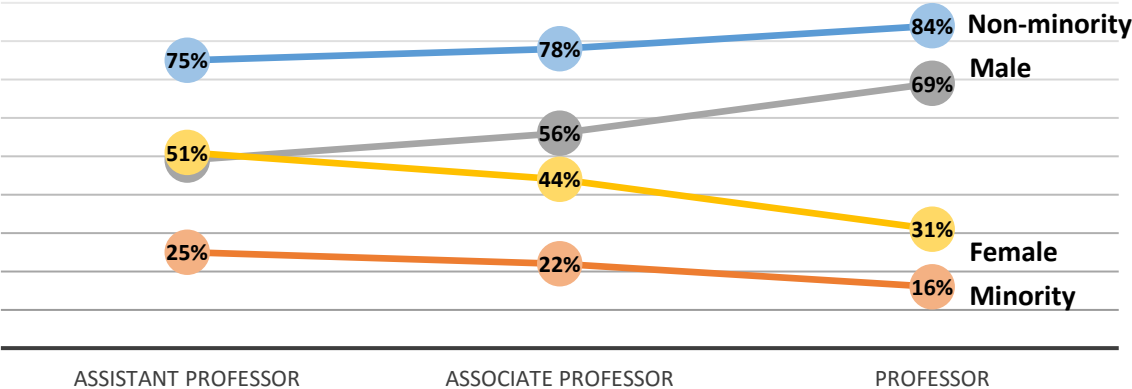
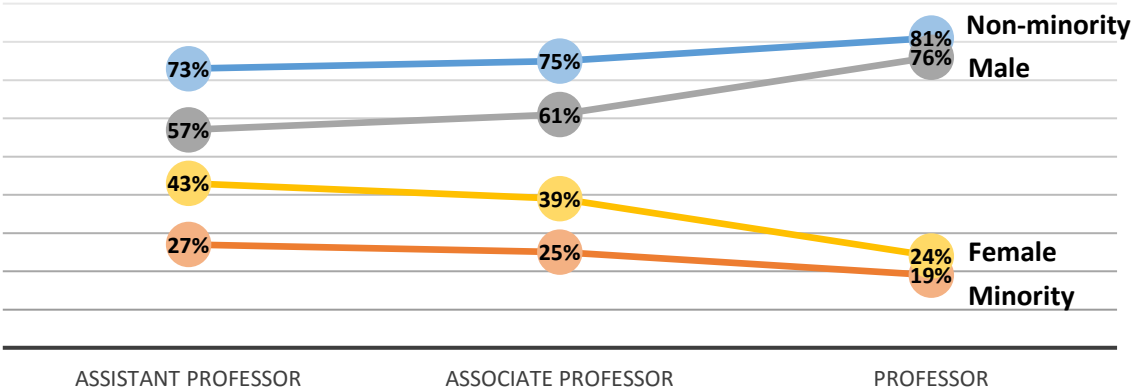


Figure 2. Percent of total Penn State full-time faculty by rank, minority status, and gender (2016)



Faculty are the lifeblood of a university, and institutions invest significant human and financial resources to recruit and maintain an outstanding faculty. A certain amount of turnover in the faculty is healthy, but excessive turnover can be costly for an institution. For example, a 2015 report conducted at the University of Idaho found that it averaged \$12,800 in search and relocation expenses per new faculty member (University Budget and Finance Committee). This number does not include start-up expenses, which can vary heavily by discipline, and ranged from \$2,500 to \$600,000 in that study. The National Research Council (2007) estimates that it may take up to 10 years to recoup the start-up costs of hiring a new STEM (science, technology, engineering, or

mathematics) faculty member. In addition to the burden of replacement costs, the loss of associate professors can be problematic for institutions because this rank is the primary pool from which institutional leaders develop (Buch, et al., 2011).

Background

The time it takes faculty to progress in rank and possible disparities in that progression among sub-groups of faculty have been discussed both nationally and at Penn State. The reasons for these disparities are complex and have been studied in relation to differences among academic disciplines, productivity levels, institutional characteristics, personal and family situations, and other explanatory factors. The promotion experiences of women and minority faculty have long been of interest to Penn State. The Commission for Women was established in 1981 and the Commission on Racial/Ethnic Diversity was established in 1989; an important role for both commissions is to advocate for women and minorities in areas such as recruitment, retention, and workplace climate.

While much research has been dedicated to the tenure process, information about the status of and obstacles experienced by post-tenure, mid-career faculty are woefully lacking. One national study found that associate professors were significantly less satisfied with their work than assistant or full professors (Wilson, 2012). In order to shine a light on one aspect of this issue, Penn State has been monitoring time spent at the associate professor level before promotion to full professor since 1998. Time in rank is a key metric for determining the success of an institution's faculty promotion pipeline and one that can highlight inequities across groups. For example, a 2009 report by the Modern Language Association found that on average it takes women 24% longer than men to reach the rank of full professor. This discrepancy was independent of marital or parental status and was most pronounced at doctoral institutions. Faculty promotion of any sort at Penn State is based on merit and not time served, but exploring associate professor years in rank across units can bring attention to problem areas and also provide faculty members a realistic expectation of what is typical in their area.

Methods

This study explores average years in rank and faculty distribution by years in rank for all full-time, standing appointment associate professors, including equivalent library ranks, at Penn State in fall 2016. It also explores the six-year promotion success rate of the cohort of faculty promoted to associate professor in 2010. Minority status is assigned to American Indian, Alaskan Native, Asian, African American, Black, Hispanic, Latino, Native Hawaiian, Pacific Islander, and multi-racial faculty members. The analysis includes Penn State Law and Dickinson Law faculty,¹ but excludes the College of Medicine. The fall 2010 and fall 2016 human resources snapshots (HUMORS) used for the analysis were provided by the University Budget Office.

Average Years in Rank

University-wide, associate professors made up one-fifth of the faculty in 2016 (University Budget Office, 2016). Across all campuses, over the last decade (2007 through 2016), the number of standing appointment associate professors, including Dickinson Law (2007 through 2016) and Penn State Law (2016), grew by 6.6%, from 933 to 995 (University Budget Office, 2008; 2016). Movement in the number of associate professors from year to year

¹ Prior to 2015, faculty in the Dickinson School of Law were not included. Unless otherwise noted, pre-2015 data included in this report is extracted from those analyses and excludes Dickinson faculty.

reflects changes of many sorts: individuals who were newly hired directly into the associate professor rank, promotions from assistant professor, promotions to professor, and attrition such as retirement and resignation.²

Unlike the tenure process, there is no standard for time spent in the associate professor rank prior to promotion to full professor. However, examining the distribution of faculty across different time windows can provide units insight into the pipeline of midcareer faculty in order to anticipate and plan recruitment needs. Among fall 2016 associate professors University-wide, 55.1% had been in that rank for zero to six years, 18.0% for 7-10 years, 13.6% for 11-15 years, 6.6% for 16-20 years and 6.6% for more than 20 years (Table 1). On average, these faculty members had been at the associate professor rank for 7.6 years. These averages have been fairly consistent over the past decade (Planning and Institutional Assessment, 2008)

Table 1. Fall 2016 Penn State full-time standing appointment associate professors by completed years in rank for all University (All)*, University Park (UP), and the Commonwealth Campuses (CC)

Faculty Group	Population Size (N)	Average Years in Rank	0-6 Years in Rank	7-10 Years in Rank	11-15 Years in Rank	16-20 Years in Rank	> 20 Years in Rank
All Female	402	7.2	53.7%	21.6%	14.9%	5.0%	4.7%
All Male	596	7.9	56.0%	15.6%	12.8%	7.7%	7.9%
All Minority	246	6.3	65.0%	16.7%	8.1%	4.5%	5.7%
All Non-Minority	694	8.2	49.9%	19.3%	16.1%	7.8%	6.9%
All International	8	1.3	100.0%	0.0%	0.0%	0.0%	0.0%
All Unknown	50	6.3	72.0%	10.0%	8.0%	2.0%	8.0%
All Total	998	7.6	55.1%	18.0%	13.6%	6.6%	6.6%
UP Female	223	7.0	60.1%	13.0%	15.7%	5.8%	5.4%
UP Male	337	6.7	66.5%	11.0%	9.8%	6.8%	5.9%
UP Minority	146	5.7	72.6%	10.3%	8.9%	3.4%	4.8%
UP Non-Minority	374	7.5	58.6%	12.8%	13.9%	8.3%	6.4%
UP International	8	1.3	100.0%	0.0%	0.0%	0.0%	0.0%
UP Unknown	32	5.1	78.1%	9.4%	9.4%	0.0%	3.1%
UP Total	560	6.8	63.9%	11.8%	12.1%	6.4%	5.7%
CC Female	174	7.4	46.0%	32.8%	13.8%	3.4%	4.0%
CC Male	250	9.3	42.4%	22.0%	16.4%	8.4%	10.8%
CC Minority	93	7.2	53.8%	26.9%	6.5%	5.4%	7.5%
CC Non-Minority	313	8.9	39.9%	27.2%	18.5%	6.7%	7.7%
CC International	0	-	-	-	-	-	-
CC Unknown	18	8.4	61.1%	11.1%	5.6%	5.6%	16.7%
CC Total	424	8.5	43.9%	26.4%	15.3%	6.4%	8.0%

*"UP" plus "CC" does not equal "All" because Penn State Great Valley School of Graduate Professional Studies and Dickinson Law are included in "All".

One way to view time in rank is to look at static snapshots of faculty in the associate professor rank at given points in time. From 2007 through 2016, associate professors had, on average, been in that rank for 7.1 years. Overall, men, who make up about three fifths of the associate professor population, have been in the associate rank approaching one year longer than women (7.9 compared to 7.2 years – see Table 1). Non-minority associate professors have been in the rank nearly two years longer than minority associate professors (8.2 compared to 6.3 years). Comparing University Park to the Commonwealth Campuses, associate professors have been in their

² In interpreting the data throughout this report, caution must be used because, especially for some subgroups of faculty, the numbers are small. Small changes in small numbers can produce large percentage fluctuations.

current rank for 1.7 years longer at the Commonwealth Campuses (8.5 compared to 6.8 years), primarily due to a greater percentage of the University Park population falling within the 0-6 year category (63.9% UP compared to 43.9% CC). These data are broken down by campus and college in Appendix A. Since fall 2007, the trend has been toward an increased time in rank within a range of 6 months to 15 months for all groups examined (Figures 3-5).

Figure 3. Associate professor average years in rank over the past decade by gender

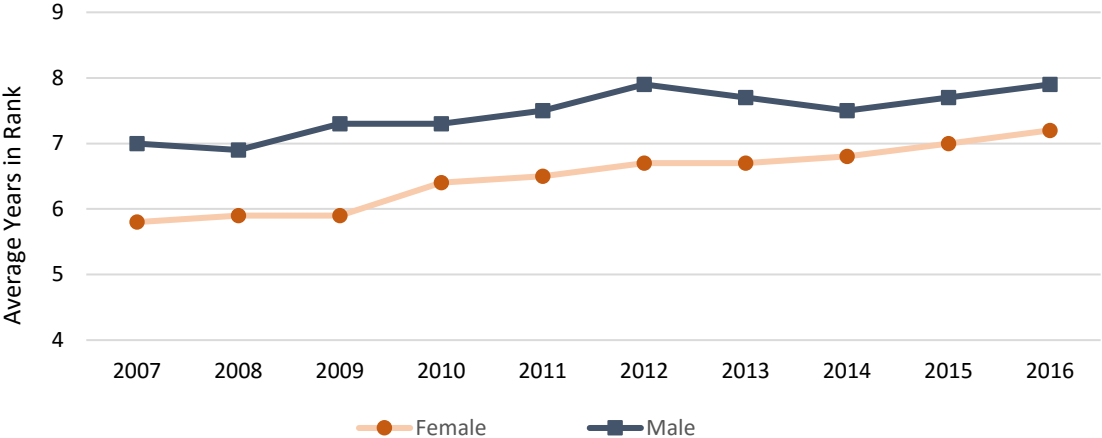


Figure 4. Associate professor average years in rank over the past decade by minority status

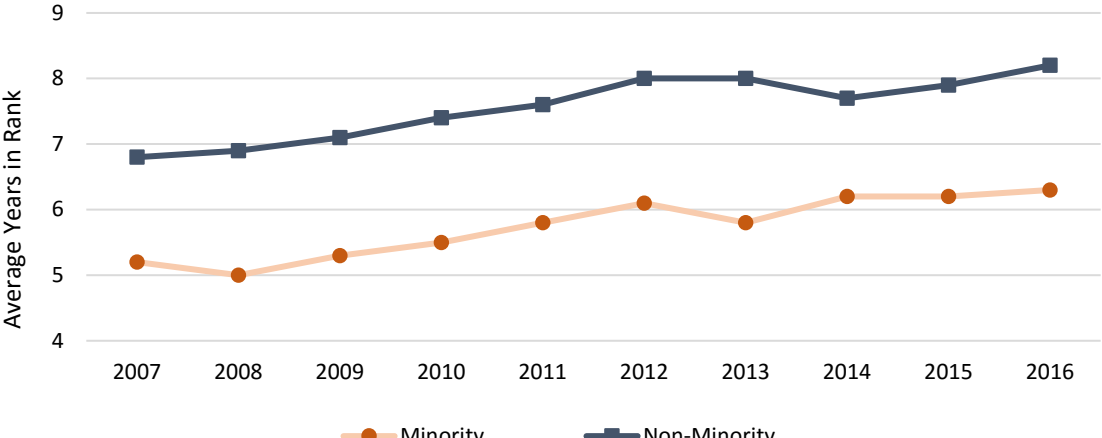
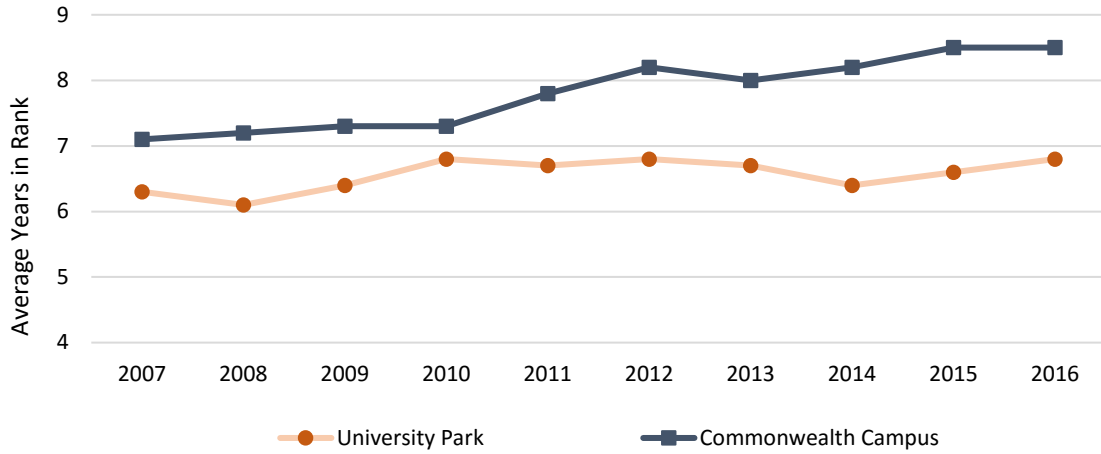


Figure 5. Associate professor average years in rank over the past decade by location



Cohort Outcomes

Looking more narrowly at a single cohort, 89 faculty members were promoted to the rank of associate professor in 2010 (Table 2). Of these, 75.3% remained at that rank six years later, 13.5% were promoted to professor, and the remainder were no longer in full-time standing appoints at the University. These data are broken down by campus and college in Appendix B.

Table 2. Year-six status for the 2010 full-time standing appointment associate professor cohort all University (All)*, University Park (UP), and the Commonwealth Campuses (CC)

Faculty Group	Fall 2010 Cohort (N)	With Rank of Associate Professor in Fall 2016	With Rank of Professor in Fall 2016	Other in Fall 2016
All Female	26	73.1%	15.4%	11.5%
All Male	63	76.2%	12.7%	11.1%
All Minority	22	63.6%	13.6%	22.7%
All Non-Minority	56	80.4%	10.7%	8.9%
All Total*	89	75.3%	13.5%	11.2%
UP Female	12	58.3%	25.0%	16.7%
UP Male	37	67.6%	21.6%	10.8%
UP Minority	14	50.0%	21.4%	28.6%
UP Non-Minority	29	72.4%	20.7%	6.9%
UP Total	49	65.3%	22.4%	12.2%
CC Female	14	85.7%	7.1%	7.1%
CC Male	25	88.0%	0.0%	12.0%
CC Minority	7	85.7%	0.0%	14.3%
CC Non-Minority	27	88.9%	0.0%	11.1%
CC Total	39	87.2%	2.6%	10.3%

*"UP" plus "CC" does not equal "All" because Great Valley is included in "All"; Dickinson Law had no faculty in this cohort.

- Among the 2010 cohort of associate professors, 55% were at University Park and 44% were at the Commonwealth Campuses (the remainder were at Penn State Great Valley). Promotion to professor within six years occurred at a much lower rate for Commonwealth Campus faculty members than for University Park faculty members (2.6% compared to 22.4%; Table 2). Females achieved promotion

within this time frame at a higher rate than males at University Park, although caution is suggested in the interpretation of this statistic due to the smaller proportion of females in the 2010-2011 cohort (29% versus the historical average of 42%).

How Can You Use This Data?

The data in this report can be helpful to associate professors considering the timing of their requests for review for promotion to full professor and department chairs, deans, and chancellors advising such faculty members. An associate professor who has been in rank for four years may find it helpful to know that the University average is 7.6 years. In addition, the findings from this report should be viewed in context with the findings of other Planning and Institutional Research reports on the faculty career cycle, including the annual *Faculty Tenure Report* prepared for the Faculty Senate and the biennial *Faculty Exit Report*. Together, this suite of reports provides an overview of the faculty career cycle at Penn State that can be useful in human resource planning and faculty career advising.

Implications for Further Research

This report breaks down time at the associate professor rank into a number of ranges, but it does not explore the relationship between time spent in rank and a faculty member's likelihood of achieving promotion. If, for example, the probability of achieving promotion to full professor for a faculty member who exceeds 15 years at the associate professor rank is small, as one might suspect, this information could help academic administrators speak frankly with such faculty about desirable professional development activities, their hopes for promotion, their career options, and better inform faculty members' career decisions.

This analysis notes an increased time in rank for associate professors over the past decade and disparities in time in rank by gender, minority status, and location. Such disparities may not necessarily reflect systemic inequities but may be related to a variety of factors, such as growth and contraction at of programs, disciplinary differences, and age-related demographic shifts. This study does not explore potential reasons for these differences. Even the perception of inequity, however, may contribute to associate professors' dissatisfaction or inclination to depart. Additional research is needed to explore the reasons for the differences documented in this report.

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Appendix A: Years in Rank

All tables in Appendix A include standing academic appointments only, including equivalent library ranks. These tables exclude the College of Medicine.

Table A-1: Fall 2016 overview full-time standing appointment associate professors by completed years in rank

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
University-wide Total												
Female	402	7.2	216	53.7%	87	21.6%	60	14.9%	20	5.0%	19	4.7%
Male	596	7.9	334	56.0%	93	15.6%	76	12.8%	46	7.7%	47	7.9%
Minority	246	6.3	160	65.0%	41	16.7%	20	8.1%	11	4.5%	14	5.7%
Non-minority	694	8.2	346	49.9%	134	19.3%	112	16.1%	54	7.8%	48	6.9%
International	8	1.3	8	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	50	6.3	36	72.0%	5	10.0%	4	8.0%	1	2.0%	4	8.0%
Total	998	7.6	550	55.1%	180	18.0%	136	13.6%	66	6.6%	66	6.6%
University Park												
Female	223	7.0	134	60.1%	29	13.0%	35	15.7%	13	5.8%	12	5.4%
Male	337	6.7	224	66.5%	37	11.0%	33	9.8%	23	6.8%	20	5.9%
Minority	146	5.7	106	72.6%	15	10.3%	13	8.9%	5	3.4%	7	4.8%
Non-minority	374	7.5	219	58.6%	48	12.8%	52	13.9%	31	8.3%	24	6.4%
International	8	1.3	8	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	32	5.1	25	78.1%	3	9.4%	3	9.4%	0	0.0%	1	3.1%
Total	560	6.8	358	63.9%	66	11.8%	68	12.1%	36	6.4%	32	5.7%
Commonwealth Campuses												
Female	174	7.4	80	46.0%	57	32.8%	24	13.8%	6	3.4%	7	4.0%
Male	250	9.3	106	42.4%	55	22.0%	41	16.4%	21	8.4%	27	10.8%
Minority	93	7.2	50	53.8%	25	26.9%	6	6.5%	5	5.4%	7	7.5%
Non-minority	313	8.9	125	39.9%	85	27.2%	58	18.5%	21	6.7%	24	7.7%
Unknown	18	8.4	11	61.1%	2	11.1%	1	5.6%	1	5.6%	3	16.7%
Total	424	8.5	186	43.9%	112	26.4%	65	15.3%	27	6.4%	34	8.0%
Great Valley												
Female	4	7.3	2	50.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%
Male	9	8.7	4	44.4%	1	11.1%	2	22.2%	2	22.2%	0	0.0%
Minority	7	6.6	4	57.1%	1	14.3%	1	14.3%	1	14.3%	0	0.0%
Non-minority	6	10.2	2	33.3%	1	16.7%	1	16.7%	2	33.3%	0	0.0%
Total	13	8.2	6	46.2%	2	15.4%	2	15.4%	3	23.1%	0	0.0%
Law, Dickinson												
Female	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Non-minority	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Total	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%

**Table A-2: Fall 2016 full-time standing appointment
associate professors by completed years in rank by college/academic unit**

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
Agricultural Sciences, College of												
Female	17	10.8	4	23.5%	5	29.4%	5	29.4%	1	5.9%	2	11.8%
Male	44	7.1	26	59.1%	6	13.6%	7	15.9%	2	4.5%	3	6.8%
Minority	12	8.1	6	50.0%	3	25.0%	1	8.3%	1	8.3%	1	8.3%
Non-minority	42	8.5	20	47.6%	6	14.3%	10	23.8%	2	4.8%	4	9.5%
International	1	3.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	6	7.0	3	50.0%	2	33.3%	1	16.7%	0	0.0%	0	0.0%
Total	61	8.2	30	49.2%	11	18.0%	12	19.7%	3	4.9%	5	8.2%
Arts & Architecture, College of												
Female	28	9.6	12	42.9%	6	21.4%	5	17.9%	2	7.1%	3	10.7%
Male	44	8.7	25	56.8%	6	13.6%	3	6.8%	7	15.9%	3	6.8%
Minority	10	8.0	6	60.0%	2	20.0%	0	0.0%	0	0.0%	2	20.0%
Non-minority	53	10.0	24	45.3%	9	17.0%	7	13.2%	9	17.0%	4	7.5%
International	1	3.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	8	4.9	6	75.0%	1	12.5%	1	12.5%	0	0.0%	0	0.0%
Total	72	9.1	37	51.4%	12	16.7%	8	11.1%	9	12.5%	6	8.3%
Business, Smeal College of												
Female	6	8.7	4	66.7%	0	0.0%	0	0.0%	1	16.7%	1	16.7%
Male	19	7.7	13	68.4%	2	10.5%	1	5.3%	0	0.0%	3	15.8%
Minority	5	2.2	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	15	10.9	8	53.3%	2	13.3%	0	0.0%	1	6.7%	4	26.7%
Unknown	5	4.6	4	80.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%
Total	25	7.9	17	68.0%	2	8.0%	1	4.0%	1	4.0%	4	16.0%
Communications, College of												
Female	7	6.4	5	71.4%	0	0.0%	2	28.6%	0	0.0%	0	0.0%
Male	11	6.2	7	63.6%	1	9.1%	3	27.3%	0	0.0%	0	0.0%
Minority	2	12.0	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Non-minority	15	5.7	11	73.3%	1	6.7%	3	20.0%	0	0.0%	0	0.0%
Unknown	1	4.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	18	6.3	12	66.7%	1	5.6%	5	27.8%	0	0.0%	0	0.0%
Earth & Mineral Sciences, College of												
Female	3	7.0	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Male	18	4.6	14	77.8%	2	11.1%	0	0.0%	1	5.6%	1	5.6%
Minority	2	9.5	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
Non-minority	17	3.7	14	82.4%	2	11.8%	1	5.9%	0	0.0%	0	0.0%
Unknown	2	11.0	1	50.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%
Total	21	5.0	16	76.2%	2	9.5%	1	4.8%	1	4.8%	1	4.8%
Education, College of												
Female	29	6.6	16	55.2%	4	13.8%	7	24.1%	2	6.9%	0	0.0%
Male	15	9.7	8	53.3%	1	6.7%	2	13.3%	2	13.3%	2	13.3%
Minority	10	3.9	8	80.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%
Non-minority	34	8.8	16	47.1%	4	11.8%	8	23.5%	4	11.8%	2	5.9%
Total	44	7.7	24	54.5%	5	11.4%	9	20.5%	4	9.1%	2	4.5%
Engineering, College of												
Female	10	5.0	8	80.0%	0	0.0%	1	10.0%	0	0.0%	1	10.0%
Male	46	5.9	31	67.4%	5	10.9%	4	8.7%	5	10.9%	1	2.2%
Minority	23	2.8	21	91.3%	1	4.3%	1	4.3%	0	0.0%	0	0.0%
Non-minority	33	7.8	18	54.5%	4	12.1%	4	12.1%	5	15.2%	2	6.1%
Total	56	5.7	39	69.6%	5	8.9%	5	8.9%	5	8.9%	2	3.6%

Table A-2 continued

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
Health and Human Development, College of												
Female	20	3.0	18	90.0%	1	5.0%	1	5.0%	0	0.0%	0	0.0%
Male	20	6.3	13	65.0%	2	10.0%	4	20.0%	0	0.0%	1	5.0%
Minority	11	4.0	10	90.9%	0	0.0%	1	9.1%	0	0.0%	0	0.0%
Non-minority	23	5.8	15	65.2%	3	13.0%	4	17.4%	0	0.0%	1	4.3%
International	4	0.8	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	2	1.5	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	40	4.6	31	77.5%	3	7.5%	5	12.5%	0	0.0%	1	2.5%
Information Sciences and Technology, College of												
Female	5	5.2	3	60.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%
Male	5	5.4	3	60.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%
Minority	8	5.6	5	62.5%	3	37.5%	0	0.0%	0	0.0%	0	0.0%
Non-minority	2	4.0	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Total	10	5.3	6	60.0%	4	40.0%	0	0.0%	0	0.0%	0	0.0%
Law, Penn State												
Female	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Male	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minority	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	2	0.0	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Liberal Arts, College of												
Female	64	6.9	40	62.5%	6	9.4%	11	17.2%	3	4.7%	4	6.3%
Male	67	6.7	45	67.2%	7	10.4%	8	11.9%	4	6.0%	3	4.5%
Minority	44	7.6	28	63.6%	4	9.1%	5	11.4%	3	6.8%	4	9.1%
Non-minority	80	6.7	50	62.5%	9	11.3%	14	17.5%	4	5.0%	3	3.8%
International	1	1.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	6	3.3	6	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	131	6.8	85	64.9%	13	9.9%	19	14.5%	7	5.3%	7	5.3%
Nursing, College of												
Female	3	2.7	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	3	2.7	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3	2.7	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Science, Eberly College of												
Female	15	3.8	12	80.0%	2	13.3%	1	6.7%	0	0.0%	0	0.0%
Male	38	5.0	34	89.5%	0	0.0%	0	0.0%	1	2.6%	3	7.9%
Minority	15	3.7	14	93.3%	0	0.0%	1	6.7%	0	0.0%	0	0.0%
Non-minority	36	5.2	30	83.3%	2	5.6%	0	0.0%	1	2.8%	3	8.3%
International	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	1	4.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	53	4.6	46	86.8%	2	3.8%	1	1.9%	1	1.9%	3	5.7%
University Libraries												
Female	15	10.1	6	40.0%	3	20.0%	1	6.7%	4	26.7%	1	6.7%
Male	9	7.9	4	44.4%	3	33.3%	1	11.1%	1	11.1%	0	0.0%
Minority	3	8.0	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%
Non-minority	20	9.7	8	40.0%	5	25.0%	1	5.0%	5	25.0%	1	5.0%
Unknown	1	5.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	24	9.3	10	41.7%	6	25.0%	2	8.3%	5	20.8%	1	4.2%

**Table A-3: Fall 2016 full-time standing appointment
associate professors by completed years in rank by campus**

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
Penn State Abington												
Female	16	11.4	4	25.0%	5	31.3%	2	12.5%	1	6.3%	4	25.0%
Male	19	7.8	11	57.9%	0	0.0%	4	21.1%	1	5.3%	3	15.8%
Minority	9	7.2	4	44.4%	3	33.3%	0	0.0%	1	11.1%	1	11.1%
Non-minority	25	10.7	10	40.0%	2	8.0%	6	24.0%	1	4.0%	6	24.0%
Unknown	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	35	9.5	15	42.9%	5	14.3%	6	17.1%	2	5.7%	7	20.0%
Penn State Altoona												
Female	22	5.6	13	59.1%	6	27.3%	3	13.6%	0	0.0%	0	0.0%
Male	34	8.8	13	38.2%	9	26.5%	7	20.6%	3	8.8%	2	5.9%
Minority	8	7.1	4	50.0%	1	12.5%	1	12.5%	2	25.0%	0	0.0%
Non-minority	43	7.6	18	41.9%	14	32.6%	9	20.9%	1	2.3%	1	2.3%
Unknown	5	7.8	4	80.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
Total	56	7.6	26	46.4%	15	26.8%	10	17.9%	3	5.4%	2	3.6%
Penn State Beaver												
Female	8	6.1	3	37.5%	4	50.0%	1	12.5%	0	0.0%	0	0.0%
Male	2	13.0	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Minority	2	6.0	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	8	7.9	2	25.0%	3	37.5%	3	37.5%	0	0.0%	0	0.0%
Total	10	7.5	3	30.0%	4	40.0%	3	30.0%	0	0.0%	0	0.0%
Penn State Berks												
Female	21	6.4	10	47.6%	6	28.6%	5	23.8%	0	0.0%	0	0.0%
Male	21	10.2	10	47.6%	3	14.3%	4	19.0%	1	4.8%	3	14.3%
Minority	10	4.8	8	80.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%
Non-minority	29	9.2	11	37.9%	7	24.1%	8	27.6%	1	3.4%	2	6.9%
Unknown	3	11.3	1	33.3%	1	33.3%	0	0.0%	0	0.0%	1	33.3%
Total	42	8.3	20	47.6%	9	21.4%	9	21.4%	1	2.4%	3	7.1%
Penn State Brandywine												
Female	10	6.2	4	40.0%	5	50.0%	1	10.0%	0	0.0%	0	0.0%
Male	6	8.7	1	16.7%	3	50.0%	2	33.3%	0	0.0%	0	0.0%
Minority	2	8.0	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	13	6.5	5	38.5%	6	46.2%	2	15.4%	0	0.0%	0	0.0%
Unknown	1	13.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Total	16	7.1	5	31.3%	8	50.0%	3	18.8%	0	0.0%	0	0.0%
Penn State Dubois												
Female	4	8.0	2	50.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%
Male	3	11.0	1	33.3%	1	33.3%	0	0.0%	1	33.3%	0	0.0%
Minority	2	2.0	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	5	12.2	1	20.0%	2	40.0%	0	0.0%	2	40.0%	0	0.0%
Total	7	9.3	3	42.9%	2	28.6%	0	0.0%	2	28.6%	0	0.0%
Penn State Erie, The Behrend College												
Female	14	7.6	8	57.1%	2	14.3%	2	14.3%	1	7.1%	1	7.1%
Male	44	8.7	17	38.6%	15	34.1%	5	11.4%	4	9.1%	3	6.8%
Minority	11	5.4	6	54.5%	5	45.5%	0	0.0%	0	0.0%	0	0.0%
Non-minority	46	8.9	19	41.3%	12	26.1%	7	15.2%	5	10.9%	3	6.5%
Unknown	1	22.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Total	58	8.4	25	43.1%	17	29.3%	7	12.1%	5	8.6%	4	6.9%

Table A-3 continued

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
Penn State Fayette, The Eberly Campus												
Female	6	5.8	3	50.0%	3	50.0%	0	0.0%	0	0.0%	0	0.0%
Male	9	18.0	0	0.0%	0	0.0%	4	44.4%	2	22.2%	3	33.3%
Non-minority	15	13.1	3	20.0%	3	20.0%	4	26.7%	2	13.3%	3	20.0%
Total	15	13.1	3	20.0%	3	20.0%	4	26.7%	2	13.3%	3	20.0%
Penn State Greater Allegheny												
Female	6	6.8	2	33.3%	3	50.0%	1	16.7%	0	0.0%	0	0.0%
Male	6	4.7	3	50.0%	3	50.0%	0	0.0%	0	0.0%	0	0.0%
Minority	2	8.0	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	9	4.9	5	55.6%	3	33.3%	1	11.1%	0	0.0%	0	0.0%
Unknown	1	9.0	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
Total	12	5.8	5	41.7%	6	50.0%	1	8.3%	0	0.0%	0	0.0%
Penn State Harrisburg												
Female	28	5.8	18	64.3%	8	28.6%	2	7.1%	0	0.0%	0	0.0%
Male	41	8.4	19	46.3%	11	26.8%	5	12.2%	3	7.3%	3	7.3%
Minority	22	6.4	14	63.6%	5	22.7%	1	4.5%	1	4.5%	1	4.5%
Non-minority	45	8.0	21	46.7%	14	31.1%	6	13.3%	2	4.4%	2	4.4%
Unknown	2	4.5	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	69	7.4	37	53.6%	19	27.5%	7	10.1%	3	4.3%	3	4.3%
Penn State Hazleton												
Female	5	6.4	2	40.0%	3	60.0%	0	0.0%	0	0.0%	0	0.0%
Male	11	10.1	6	54.5%	1	9.1%	1	9.1%	1	9.1%	2	18.2%
Minority	2	14.5	1	50.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%
Non-minority	13	8.3	6	46.2%	4	30.8%	1	7.7%	1	7.7%	1	7.7%
Unknown	1	6.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	16	8.9	8	50.0%	4	25.0%	1	6.3%	1	6.3%	2	12.5%
Dickinson Law												
Female	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Non-minority	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Total	1	15.0	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Penn State Lehigh Valley												
Female	6	9.3	2	33.3%	2	33.3%	1	16.7%	1	16.7%	0	0.0%
Male	4	15.8	2	50.0%	0	0.0%	0	0.0%	1	25.0%	1	25.0%
Non-minority	9	12.8	3	33.3%	2	22.2%	1	11.1%	2	22.2%	1	11.1%
Unknown	1	4.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	10	11.9	4	40.0%	2	20.0%	1	10.0%	2	20.0%	1	10.0%
Penn State Mont Alto												
Female	4	10.5	1	25.0%	1	25.0%	2	50.0%	0	0.0%	0	0.0%
Male	11	8.5	6	54.5%	3	27.3%	0	0.0%	0	0.0%	2	18.2%
Minority	4	2.5	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	11	11.4	3	27.3%	4	36.4%	2	18.2%	0	0.0%	2	18.2%
Total	15	9.0	7	46.7%	4	26.7%	2	13.3%	0	0.0%	2	13.3%
Penn State New Kensington												
Female	4	8.5	1	25.0%	2	50.0%	1	25.0%	0	0.0%	0	0.0%
Male	7	9.7	4	57.1%	1	14.3%	1	14.3%	0	0.0%	1	14.3%
Minority	2	7.0	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Non-minority	9	9.8	4	44.4%	2	22.2%	2	22.2%	0	0.0%	1	11.1%
Total	11	9.3	5	45.5%	3	27.3%	2	18.2%	0	0.0%	1	9.1%
Penn State Schuylkill												
Female	2	8.5	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
Male	7	6.9	4	57.1%	2	28.6%	0	0.0%	1	14.3%	0	0.0%
Non-minority	9	7.2	5	55.6%	2	22.2%	0	0.0%	2	22.2%	0	0.0%
Total	9	7.2	5	55.6%	2	22.2%	0	0.0%	2	22.2%	0	0.0%

Table A-3 continued

	Average Years in Rank		Years in Rank									
	N	Mean	0 to 6		7 to 10		11 to 15		16 to 20		More than 20	
			N	%	N	%	N	%	N	%	N	%
Penn State Shenango												
Female	1	22.0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Male	4	11.3	1	25.0%	1	25.0%	1	25.0%	0	0.0%	1	25.0%
Minority	2	22.5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
Non-minority	3	7.3	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%
Total	5	13.4	1	20.0%	1	20.0%	1	20.0%	0	0.0%	2	40.0%
Penn State Wilkes-Barre												
Female	3	10.3	1	33.3%	0	0.0%	1	33.3%	1	33.3%	0	0.0%
Male	5	14.2	1	20.0%	0	0.0%	2	40.0%	1	20.0%	1	20.0%
Minority	3	11.7	1	33.3%	0	0.0%	1	33.3%	1	33.3%	0	0.0%
Non-minority	5	13.4	1	20.0%	0	0.0%	2	40.0%	1	20.0%	1	20.0%
Total	8	12.8	2	25.0%	0	0.0%	3	37.5%	2	25.0%	1	12.5%
Penn State Worthington Scranton												
Female	9	7.7	4	44.4%	4	44.4%	1	11.1%	0	0.0%	0	0.0%
Male	4	7.0	2	50.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%
Minority	6	8.0	2	33.3%	3	50.0%	1	16.7%	0	0.0%	0	0.0%
Non-minority	6	8.2	3	50.0%	2	33.3%	0	0.0%	1	16.7%	0	0.0%
Unknown	1	0.0	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	13	7.5	6	46.2%	5	38.5%	1	7.7%	1	7.7%	0	0.0%
Penn State York												
Female	5	10.2	1	20.0%	2	40.0%	1	20.0%	0	0.0%	1	20.0%
Male	12	9.5	5	41.7%	1	8.3%	3	25.0%	1	8.3%	2	16.7%
Minority	6	12.0	2	33.3%	1	16.7%	1	16.7%	0	0.0%	2	33.3%
Non-minority	10	7.7	4	40.0%	2	20.0%	3	30.0%	0	0.0%	1	10.0%
Unknown	1	16.0	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Total	17	9.7	6	35.3%	3	17.6%	4	23.5%	1	5.9%	3	17.6%

Appendix B: Cohort Year-Six Status

All tables in Appendix B include standing academic appointments only, including equivalent library ranks. These tables exclude the College of Medicine.

The College of Agricultural Sciences, Penn State Law, Dickinson Law, and the Beaver, Brandywine, Dubois, Fayette (Eberly), Greater Allegheny, Wilkes-Barre and York campuses had no new associate professors in fall 2010.

Table B-1: Fall 2016 overview of the year-six status for the 2010 full-time standing appointment associate professor cohort

Fall 2010 Cohort (N)	With Rank of Assoc Prof in Fall 2016		With Rank of Professor in Fall 2016		Other in Fall 2016		
	N	%	N	%	N	%	
University-wide Total							
Female	26	19	73.1%	4	15.4%	3	11.5%
Male	63	48	76.2%	8	12.7%	7	11.1%
Minority	22	14	63.6%	3	13.6%	5	22.7%
Non-minority	56	45	80.4%	6	10.7%	5	8.9%
International	4	3	75.0%	1	25.0%	0	0.0%
Unknown	7	5	71.4%	2	28.6%	0	0.0%
Total	89	67	75.3%	12	13.5%	10	11.2%
University Park							
Female	12	7	58.3%	3	25.0%	2	16.7%
Male	37	25	67.6%	8	21.6%	4	10.8%
Minority	14	7	50.0%	3	21.4%	4	28.6%
Non-minority	29	21	72.4%	6	20.7%	2	6.9%
International	3	2	66.7%	1	33.3%	0	0.0%
Unknown	3	2	66.7%	1	33.3%	0	0.0%
Total	49	32	65.3%	11	22.4%	6	12.2%
Commonwealth Campuses							
Female	14	12	85.7%	1	7.1%	1	7.1%
Male	25	22	88.0%	0	0.0%	3	12.0%
Minority	7	6	85.7%	0	0.0%	1	14.3%
Non-minority	27	24	88.9%	0	0.0%	3	11.1%
International	1	1	100.0%	0	0.0%	0	0.0%
Unknown	4	3	75.0%	1	25.0%	0	0.0%
Total	39	34	87.2%	1	2.6%	4	10.3%
Great Valley							
Male	1	1	100.0%	0	0.0%	0	0.0%
Minority	1	1	100.0%	0	0.0%	0	0.0%
Total	1	1	100.0%	0	0.0%	0	0.0%

**Table B-2: Fall 2015 year-six status for the 2010
full-time standing appointment associate professor cohort by college**

Fall 2010 Cohort (N)	With Rank of Assoc Prof in Fall 2016		With Rank of Professor in Fall 2016		Other in Fall 2016		
	N	%	N	%	N	%	
Arts & Architecture, College of							
Female	1	1	100.0%	0	0.0%	0	0.0%
Male	4	4	100.0%	0	0.0%	0	0.0%
Minority	2	2	100.0%	0	0.0%	0	0.0%
Non-minority	2	2	100.0%	0	0.0%	0	0.0%
Unknown	1	1	100.0%	0	0.0%	0	0.0%
Total	5	5	100.0%	0	0.0%	0	0.0%
Business, Smeal College of							
Male	3	2	66.7%	1	33.3%	0	0.0%
Non-minority	1	1	100.0%	0	0.0%	0	0.0%
Unknown	2	1	50.0%	1	50.0%	0	0.0%
Total	3	2	66.7%	1	33.3%	0	0.0%
Communications, College of							
Female	1	1	100.0%	0	0.0%	0	0.0%
Male	1	1	100.0%	0	0.0%	0	0.0%
Non-minority	2	2	100.0%	0	0.0%	0	0.0%
Total	2	2	100.0%	0	0.0%	0	0.0%
Earth & Mineral Sciences, College of							
Male	1	0	0.0%	1	100.0%	0	0.0%
Minority	1	0	0.0%	1	100.0%	0	0.0%
Total	1	0	0.0%	1	100.0%	0	0.0%
Education, College of							
Female	1	1	100.0%	0	0.0%	0	0.0%
Male	4	4	100.0%	0	0.0%	0	0.0%
Non-minority	5	5	100.0%	0	0.0%	0	0.0%
Total	5	5	100.0%	0	0.0%	0	0.0%
Engineering, College of							
Female	1	0	0.0%	0	0.0%	1	100.0%
Male	9	4	44.4%	4	44.4%	1	11.1%
Minority	3	1	33.3%	1	33.3%	1	33.3%
Non-minority	6	2	33.3%	3	50.0%	1	16.7%
International	1	1	100.0%	0	0.0%	0	0.0%
Total	10	4	40.0%	4	40.0%	2	20.0%
Health & Human Development, College of							
Female	1	0	0.0%	1	100.0%	0	0.0%
Non-minority	1	0	0.0%	1	100.0%	0	0.0%
Total	1	0	0.0%	1	100.0%	0	0.0%
Information Sciences and Technology, College of							
Female	1	1	100.0%	0	0.0%	0	0.0%
Male	2	0	0.0%	0	0.0%	2	100.0%
Minority	3	1	33.3%	0	0.0%	2	66.7%
Total	3	1	33.3%	0	0.0%	2	66.7%
International Affairs, School of							
Female	1	0	0.0%	0	0.0%	1	100.0%
Non-minority	1	0	0.0%	0	0.0%	1	100.0%
Total	1	0	0.0%	0	0.0%	1	100.0%

Table B-2 continued

Fall 2010 Cohort (N)	With Rank of Assoc Prof in Fall 2016		With Rank of Professor in Fall 2016		Other in Fall 2016		
	N	%	N	%	N	%	
Liberal Arts, College of							
Female	2	2	100.0%	0	0.0%	0	0.0%
Male	10	8	80.0%	1	10.0%	1	10.0%
Minority	3	2	66.7%	0	0.0%	1	33.3%
Non-minority	9	8	88.9%	1	11.1%	0	0.0%
Total	12	10	83.3%	1	8.3%	1	8.3%
Nursing, College of							
Female	1	1	100.0%	0	0.0%	0	0.0%
Non-minority	1	1	100.0%	0	0.0%	0	0.0%
Total	1	1	100.0%	0	0.0%	0	0.0%
Science, Eberly College of							
Female	2	0	0.0%	2	100.0%	0	0.0%
Male	3	2	66.7%	1	33.3%	0	0.0%
Minority	2	1	50.0%	1	50.0%	0	0.0%
Non-minority	1	0	0.0%	1	100.0%	0	0.0%
International	2	1	50.0%	1	50.0%	0	0.0%
Total	5	2	40.0%	3	60.0%	0	0.0%

**Table B-3: Fall 2015 year-six status for the 2010
full-time standing appointment associate professor cohort by campus**

Fall 2010 Cohort (N)	With Rank of Assoc Prof in Fall 2016		With Rank of Professor in Fall 2016		Other in Fall 2016		
	N	%	N	%	N	%	
Penn State Abington							
Male	1	0	0.0%	0	0.0%	1	100.0%
Non-minority	1	0	0.0%	0	0.0%	1	100.0%
Total	1	0	0.0%	0	0.0%	1	100.0%
Penn State Altoona							
Female	3	1	33.3%	1	33.3%	1	33.3%
Male	2	2	100.0%	0	0.0%	0	0.0%
Non-minority	3	2	66.7%	0	0.0%	1	33.3%
Unknown	2	1	50.0%	1	50.0%	0	0.0%
Total	5	3	60.0%	1	20.0%	1	20.0%
Penn State Berks							
Female	1	1	100.0%	0	0.0%	0	0.0%
Male	3	2	66.7%	0	0.0%	1	33.3%
Minority	2	1	50.0%	0	0.0%	1	50.0%
Non-minority	2	2	100.0%	0	0.0%	0	0.0%
Total	4	3	75.0%	0	0.0%	1	25.0%
Penn State Erie, The Behrend College							
Female	2	2	100.0%	0	0.0%	0	0.0%
Male	5	5	100.0%	0	0.0%	0	0.0%
Minority	1	1	100.0%	0	0.0%	0	0.0%
Non-minority	5	5	100.0%	0	0.0%	0	0.0%
International	1	1	100.0%	0	0.0%	0	0.0%
Total	7	7	100.0%	0	0.0%	0	0.0%
Penn State Harrisburg							
Female	5	5	100.0%	0	0.0%	0	0.0%
Male	4	3	75.0%	0	0.0%	1	25.0%
Minority	2	2	100.0%	0	0.0%	0	0.0%
Non-minority	6	5	83.3%	0	0.0%	1	16.7%
Unknown	1	1	100.0%	0	0.0%	0	0.0%
Total	9	8	88.9%	0	0.0%	1	11.1%
Penn State Hazleton							
Male	2	2	100.0%	0	0.0%	0	0.0%
Non-minority	1	1	100.0%	0	0.0%	0	0.0%
Unknown	1	1	100.0%	0	0.0%	0	0.0%
Total	2	2	100.0%	0	0.0%	0	0.0%
Penn State Lehigh Valley							
Male	2	2	100.0%	0	0.0%	0	0.0%
Non-minority	2	2	100.0%	0	0.0%	0	0.0%
Total	2	2	100.0%	0	0.0%	0	0.0%
Penn State Mont Alto							
Male	1	1	100.0%	0	0.0%	0	0.0%
Non-minority	1	1	100.0%	0	0.0%	0	0.0%
Total	1	1	100.0%	0	0.0%	0	0.0%
Penn State New Kensington							
Male	3	3	100.0%	0	0.0%	0	0.0%
Non-minority	3	3	100.0%	0	0.0%	0	0.0%
Total	3	3	100.0%	0	0.0%	0	0.0%

Table B-3 continued

Fall 2010 Cohort (N)	With Rank of Assoc Prof in Fall 2016		With Rank of Professor in Fall 2016		Other in Fall 2016	
	N	%	N	%	N	%
Penn State Schuylkill						
Female	1	100.0%	0	0.0%	0	0.0%
Male	1	100.0%	0	0.0%	0	0.0%
Non-minority	2	100.0%	0	0.0%	0	0.0%
Total	2	100.0%	0	0.0%	0	0.0%
Penn State Wilkes-Barre						
Male	1	100.0%	0	0.0%	0	0.0%
Minority	1	100.0%	0	0.0%	0	0.0%
Total	1	100.0%	0	0.0%	0	0.0%
Penn State Worthington Scranton						
Female	2	100.0%	0	0.0%	0	0.0%
Minority	1	100.0%	0	0.0%	0	0.0%
Non-minority	1	100.0%	0	0.0%	0	0.0%
Total	2	100.0%	0	0.0%	0	0.0%