



WILLIAM & MARY

CHARTERED 1693

# TTE FACULTY CAREER PATHS

## By Gender and Race/Ethnicity

*Partnership between the Offices of Institutional Research and  
Diversity & Inclusion through the IDEA Grant.*

# PROJECT FOCUS

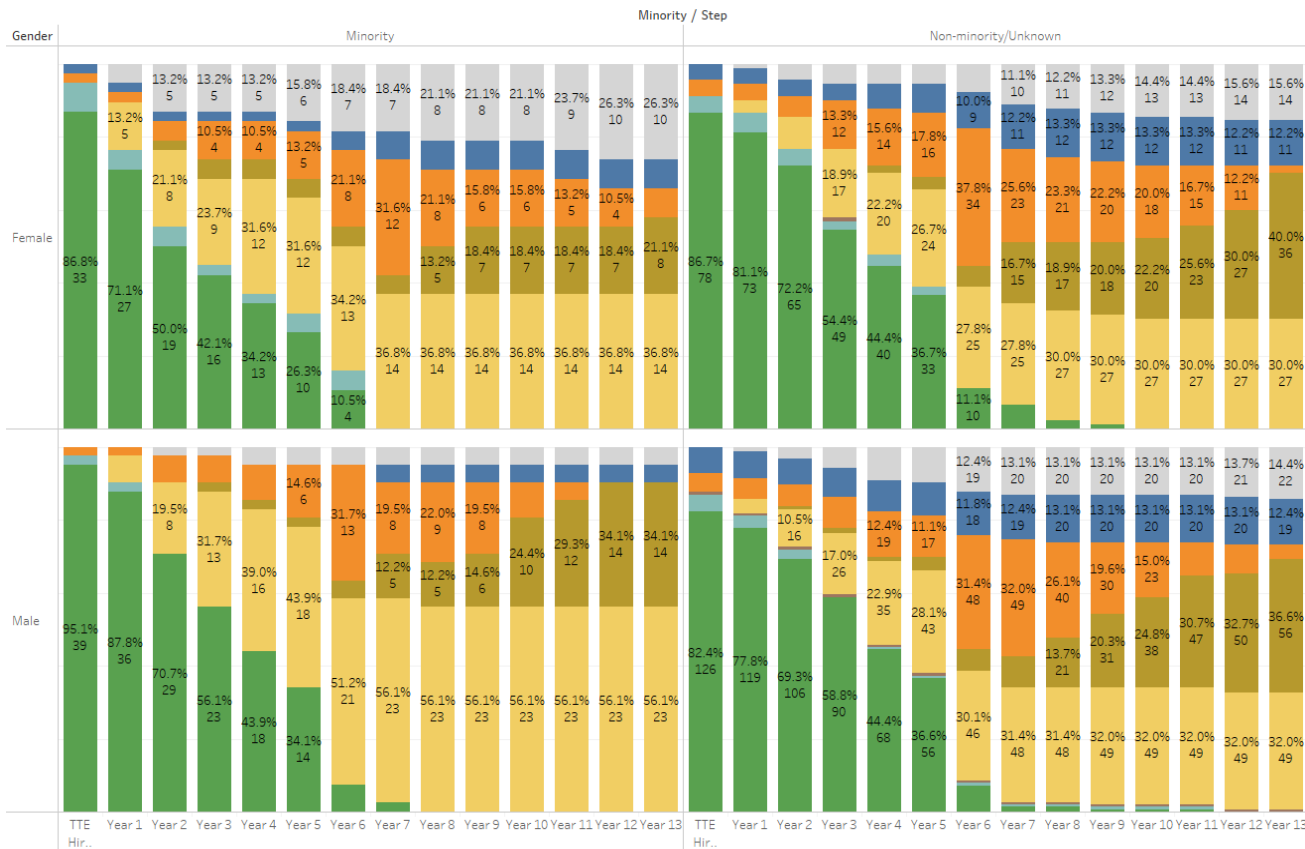
- Key Question:
  - Are there measurable differences in faculty career paths related to demographic group membership?
- This phase of the project is focused on developing annually updated methodology for comparing the career paths of demographic groups visually and statistically.

# POPULATION

- TTE hiring cohorts beginning with the 2005-06 academic year.
- Demographic groups (by size):
  - Male, Non-minority/Unknown (47%)
  - Female, Non-minority/Unknown (28%)
  - Male, Minority (13%)
  - Female, Minority (12%)
- Currently, sample sizes are too small to further divide the race/ethnicity into specific minority groups.



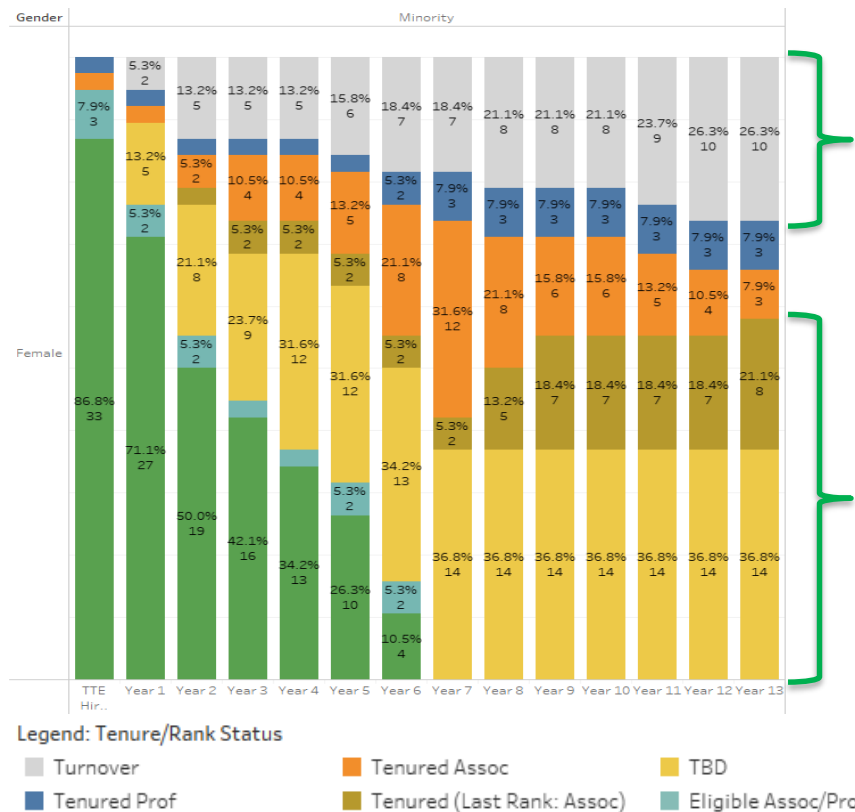
# FACULTY CAREER PROGRESSIONS



Legend: Tenure/Rank Status

- Turnover
- Tenured Prof
- Tenured Assoc
- Tenured (Last Rank: Assoc)
- TBD
- Eligible Assoc/Prof
- Eligible Asst

# FACULTY CAREER PROGRESSIONS



- Assists in discovery of potential issues such as lower retention of female, minority TTE faculty.
- Includes extrapolated data for more recent hires.

# TENURE AND TURNOVER ANALYSES

- Kaplan-Meier survival analyses comparing tenure and turnover rates between demographic groups currently yield inconclusive results due to small sample sizes.
  - Statistical power will increase as more cohort years are added, allowing us to detect effects of demographic groups on tenure and turnover if they exist.

# EARLY THEORIES

- While sample sizes of some groups are too small to draw strong conclusions at this point, we do have at least one area that needs further observation as the number of measurable cohorts increase.
  - Female, minority TTE faculty appear to leave the university at a higher rate than 2 other groups.
    - The small sample sizes allow follow up on the circumstances of each individual case (n=10) for things in common.

# LIMITATIONS

- Number of 8-year cohorts.
  - Similar to the 6-year graduation rate cohort, we would ideally measure tenure attainment in 8-year cohorts. We currently have only 6 cohorts of that length (2005-06 through 2010-11), resulting in small sample sizes for minority groups.
- Covariates.
  - Current analyses do not factor in individual differences such as previous experience, performance measures, research output, academic discipline, etc.



# NEXT STEPS

- Continue collecting new cohort data to improve the sample size.
- Implement additional planned analyses including regression models that incorporate measurable covariates such as discipline and experience (using age or time since degree) as additional predictors of tenure attainment and time to achieve tenure.
- Seek additional data on reasons TTE faculty leave the university.
- Apply the methods established to other types of group comparisons such as broad discipline clusters.