

## Tracking Cohorts Entering the Tenure-Track through Seven Years at Penn State

Source: Office of Planning and Institutional Assessment

Full Report: <<http://www.senate.psu.edu/agenda/2011-2012/mar2012/appj.pdf>>

Cohort Year	All Entrants			Female			Male			Minority			Non-Minority		
	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate
1990	121	70	58%	40	19	48%	81	51	63%	18	9	50%	103	61	59%
1991	93	55	59%	30	15	50%	63	40	63%	8	5	63%	85	50	59%
1992	151	89	59%	55	28	51%	96	61	64%	29	15	52%	122	74	61%
1993	103	55	53%	31	12	39%	72	43	60%	17	8	47%	86	47	55%
1994	134	63	47%	50	17	34%	84	46	55%	21	6	29%	113	57	50%
1995	127	70	55%	53	30	57%	74	40	54%	23	17	74%	104	53	51%
1996	91	45	49%	29	12	41%	62	33	53%	22	12	55%	69	33	48%
1997	160	87	54%	52	25	48%	108	62	57%	28	15	54%	132	72	55%
1998	183	107	58%	75	38	51%	108	69	64%	44	21	49%	139	86	62%
1999	178	113	63%	63	38	60%	115	75	65%	34	19	56%	144	94	65%
2000	190	114	60%	72	36	50%	118	78	66%	31	16	52%	159	98	62%
2001	183	106	58%	77	46	60%	106	60	57%	41	26	63%	142	80	56%
2002	189	117	62%	76	44	58%	113	73	65%	56	30	54%	133	87	65%
2003	158	95	60%	68	44	58%	90	51	57%	45	23	51%	113	72	64%
2004	130	76	58%	43	21	49%	87	55	63%	31	19	61%	99	57	58%
1990-2004 Cohorts (15 cohorts)	2191	1262	58%	814	425	52%	1377	837	61%	448	241	54%	1743	1021	59%
1995-2004 Cohorts (10 cohorts)	1589	930	59%	608	334	55%	981	596	61%	355	198	56%	1234	732	59%

**Table 1 definitions.** Each cohort includes new entrants into provisional status. So, for example, ABDs who may have been hired initially into a fixed-term position are included in a tenure cohort for the year in which they formally entered the tenure track. The cohorts also include library faculty of equivalent rank. As explained in the narrative, Tables 1 & 2 track cohorts *through* the seventh year – that is, one year past the normal tenure-decision point. Therefore, in Table 1, tenure rates include individuals who "stopped the clock" for one year. Typically, there are about 20 or so such cases, University-wide, in any year's cohort.

Prior to 1997, the cohorts included University Park, Behrend, Capital, and Hershey and excluded other locations. Beginning with the 1997 cohort, the table summarizes data for all of Penn State except for Penn College of Technology and Dickinson School of Law.

**Tenure Achievement Rates from Participating Association of American Universities Data Exchange Institutions  
1997-98 Tenure Track Entrants Achievement of Tenure by 2004-05 (except for Penn State, these are main campuses only and exclusive of medical schools)**

	All Entrants			Female Entrants			Male Entrants			Minority			Non-Minority		
	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate	Entrants	Tenured	Rate
<b>Penn State</b>	160	87	54%	52	25	48%	108	62	57%	28	15	54%	132	72	55%
<b>10 AAUDE<sup>1</sup></b>	1382	737	53%	510	247	48%	829	465	56%	138	67	49%	573	293	51%

1. Counts and averages for 10 AAUDE universities are inclusive of Penn State data. Male/female and minority/non-minority figures do not add to total because not all participating institutions share those breakouts.