Promotion Data, 2003-2011
This analysis uses data from the College of Liberal Arts promotion records and from Information Quest (IQ), the University of Texas System's business intelligence data warehouse. Information Quest provides ethnicity data according to the categories in the U.S. Census, and based on self-reporting by individual faculty members.

All Faculty:
Between 2003 and 2011, the College of Liberal Arts considered 282 promotion cases, including tenured, tenure track, and non-tenure-track faculty. Promotions took effect between the fall of 2004 and the fall of 2012. The ethnicity of one faculty member was not reported, and that faculty, a successful promotion case, was removed from the analysis, resulting in 281 cases as the total population.

Population of 281 was:
• 206 (73%) White
• 75 (27%) Total Minority
  • 51 (18%) Underrepresented Minority (subset of Total Minority)

Outcome: 224, or 80%, were promoted.
Promotion success by ethnicity:
• White – 167 of 206 or 81%
• Total Minority – 57 of 75 or 76%
  • Underrepresented Minority – 41 of 51 or 80%

2007-2011
Between 2007, the year Dean Randy L. Diehl took office, and 2011, the College of Liberal Arts considered 165 promotion cases.
Population of 164 (with one faculty removed from the analysis) was:
• 115 (70%) White
• 49 (30%) Total Minority
  • 37 (23%) Underrepresented Minority

Outcome: 132 of 164, or 80%, were promoted.
Promotion success by ethnicity:
• White – 93 of 115 or 81%
• Total Minority – 39 of 49 or 80%
  • Underrepresented Minority – 32 of 37 or 86%

Between 2007 and 2011, the College of Liberal Arts considered 146 promotion cases involving tenured and tenure-track faculty.
Population of 146 was:
• 102 (70%) White
• 44 (30%) Total Minority
  • 34 (23%) Underrepresented Minority
Outcome: 119, or 82%, were promoted.
Promotion success by ethnicity:
  - White – 84 of 102 or 82%
  - Total Minority – 35 of 44 or 80%
    - Underrepresented Minority – 30 of 34 or 88%

Between 2007 and 2011, the College of Liberal Arts considered 19 promotion cases involving non-tenure-track faculty.
Population of 18 (with one removed from the analysis) was:
  - 13 (72%) White
  - 5 (28%) Total Minority
    - 3 (17%) Underrepresented Minority

Outcome: 13, or 72%, were promoted.
Promotion success by ethnicity:
  - White – 9 of 13 or 69%
  - Total Minority – 4 of 5 or 80%
    - Underrepresented Minority – 2 of 3 or 67%