

## Demographic Information about Tenure Candidates and Tenure Decision Outcomes

Both the USF Board of Trustees and the Academics and Campus Environment (ACE) Workgroup publish the gender and race/ethnicity information for each year's tenure decisions from all colleges at USF.

To find these records:

1. Go to the "ACE Committee Archives" tab: <https://www.usf.edu/board-of-trustees/meetings/meeting-archives/index.aspx>
2. Then click on "View Agenda" for each year's May meeting.
3. Scroll to find "Faculty Nominations for Tenure" and click.
4. Here are names of candidates, their departments, and colleges.
5. Continue to the last page of this link. A chart indicates the numbers of candidates under each of these categories: applied, deferred, withdrawn, denied, and nominated.

These numbers represent tenure candidates for every college at USF, with their self-reported race/ethnicity and gender identifications and are provided by Academic Affairs to the BOT and the ACE Workgroup.

The charts provided here are limited to tenure candidates in the College of Arts and Sciences; the information is compiled from CAS records and compared for accuracy to the public records provided at the above website.

### Definitions

- Applied: Faculty whose names have been submitted for tenure review.
- Withdrawn: Faculty who withdrew from tenure consideration after applying for review.
- Denied: Faculty for whom tenure was denied during the review process.
- Nominated: Faculty for whom tenure is being recommended by the University.

Shading delineates different demographic groups.

	Male																							
	American Indian or Alaskan Native				Asian or Pacific Islander				Black, Not Hispanic				Hispanic				White, Not Hispanic				Other			
	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated
2004-2005							2																6	
2005-2006											1								1				2	
2006-2007							3								1			1	1				2	
2007-2008							1	1										1					6	
2008-2009											1				1								7	
2009-2010																							8	
2010-2011							1							1									14	
2011-2012							1				1								1				8	
2012-2013							2				2								1				5	
2013-2014																			2				1	
2014-2015					3			3									7		1				6	
2015-2016					1	1											10		1				9	
2016-2017					4			4				1			1	4		1				3		
2017-2018					2			2				1			1	6	1	2				3		
2018-2019					3			3								13		1				12		
2019-2020					1		1									6						6		
2020-2021					2			2								5						5		
2021-2022					1			1	1		1	1			1	3						3		
2022-2023					1			1	1		1				3							3		

	Female																							
	American Indian or Alaskan Native				Asian or Pacific Islander				Black, Not Hispanic				Hispanic				White, Not Hispanic				Other			
	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated	Applied	Withdrawn	Denied	Nominated
2004-2005																								
2005-2006								1																
2006-2007																			1				6	
2007-2008								1				1							2				2	
2008-2009																1			1				9	
2009-2010																1							3	
2010-2011								1			1	1											4	
2011-2012								3			1	2											6	
2012-2013								1				1							1				9	
2013-2014								1	1		1								1				4	
2014-2015										1		1	1			1	2	1	1					
2015-2016								1			1					3							3	
2016-2017								1		1	1					2							2	
2017-2018								1								2							2	
2018-2019								2		2	1					4							4	
2019-2020								1		1						3							3	
2020-2021								1		1			2			2	4						4	
2021-2022								2		2						5							5	
2022-2023																					1		1	