

**University of Arizona  
Tenure Cohorts\*  
1988-1999**

1988-89	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	75	43	57%	6	8%	26	35%	0	0%
Women	30	16	53%	3	10%	11	37%	0	0%
Men	45	27	60%	3	7%	15	33%	0	0%
Minority	9	3	33%	1	11%	5	56%	0	0%
Nonminority	66	40	61%	5	8%	21	32%	0	0%
1989-90	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	71	45	63%	4	6%	22	31%	0	0%
Women	28	14	50%	1	4%	13	46%	0	0%
Men	43	31	72%	3	7%	9	21%	0	0%
Minority	9	6	67%	1	11%	2	22%	0	0%
Nonminority	62	39	63%	3	5%	20	32%	0	0%
1990-91	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	103	57	55%	7	7%	39	38%	0	0%
Women	50	29	58%	4	8%	17	34%	0	0%
Men	53	28	53%	3	6%	22	42%	0	0%
Minority	19	10	53%	1	5%	8	42%	0	0%
Nonminority	84	47	56%	6	7%	31	37%	0	0%
1991-92	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	76	51	67%	5	7%	20	26%	0	0%
Women	31	21	68%	2	6%	8	26%	0	0%
Men	45	30	67%	3	7%	12	27%	0	0%
Minority	16	12	75%	0	0%	4	25%	0	0%
Nonminority	60	39	65%	5	8%	16	27%	0	0%
1992-93	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	59	31	53%	3	5%	25	42%	0	0%
Women	25	16	64%	1	4%	8	32%	0	0%
Men	34	15	44%	2	6%	17	50%	0	0%
Minority	10	2	20%	1	10%	7	70%	0	0%
Nonminority	49	29	59%	2	4%	18	37%	0	0%
1993-94	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	29	14	48%	1	3%	14	48%	0	0%
Women	8	4	50%	0	0%	4	50%	0	0%
Men	21	10	48%	1	5%	10	48%	0	0%
Minority	11	3	27%	0	0%	8	73%	0	0%
Nonminority	18	11	61%	1	6%	6	33%	0	0%
1994-95	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	49	29	59%	2	4%	18	37%	0	0%
Women	19	12	63%	0	0%	7	37%	0	0%
Men	30	17	57%	2	7%	11	37%	0	0%
Minority	11	6	55%	1	9%	4	36%	0	0%
Nonminority	38	23	61%	1	3%	14	37%	0	0%

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1995-96	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	64	30	47%	4	6%	30	47%	0	0%
Women	26	8	31%	1	4%	17	65%	0	0%
Men	38	22	58%	3	8%	13	34%	0	0%
Minority	12	6	50%	1	8%	5	42%	0	0%
Nonminority	52	24	46%	3	6%	25	48%	0	0%
1996-97	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	64	42	66%	2	3%	20	31%	0	0%
Women	33	20	61%	1	3%	12	36%	0	0%
Men	31	22	71%	1	3%	8	26%	0	0%
Minority	12	7	58%	1	8%	4	33%	0	0%
Nonminority	52	35	67%	1	2%	16	31%	0	0%
1997-98	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	72	41	57%	7	10%	24	33%	0	0%
Women	31	14	45%	4	13%	13	42%	0	0%
Men	41	27	66%	3	7%	11	27%	0	0%
Minority	13	7	54%	2	15%	4	31%	0	0%
Nonminority	59	34	58%	5	8%	20	34%	0	0%
1998-99	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	58	30	52%	2	3%	24	41%	2	3%
Women	24	8	33%	0	0%	14	58%	2	8%
Men	34	22	65%	2	6%	10	29%	0	0%
Minority	14	10	71%	0	0%	4	29%	0	0%
Nonminority	44	20	45%	2	5%	20	45%	2	5%
1999-2000	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	51	33	65%	3	6%	11	22%	4	8%
Women	18	12	67%	1	6%	3	17%	2	11%
Men	33	21	64%	2	6%	8	24%	2	6%
Minority	6	3	50%	0	0%	2	33%	1	17%
Nonminority	45	30	67%	3	7%	9	20%	3	7%
SUMMARY	Number of Faculty	Tenure Granted	%	Tenure Denied	%	Resigned	%	Tenure Pending	%
All	771	446	58%	46	6%	273	35%	6	1%
Women	323	174	54%	18	6%	127	39%	4	1%
Men	448	272	61%	28	6%	146	33%	2	0%
Minority	142	75	53%	9	6%	57	40%	1	1%
Nonminority	629	371	59%	37	6%	216	34%	5	1%

\*Cohorts for this study include assistant professors in the academic year in which they began the tenure track. The normal tenure clock is 6 years. E.g., an assistant professor entering the tenure track in academic year 2000-2001 would be expected to be reviewed for tenure during academic year 2005-2006; although, tenure clock delays are allowed in special circumstances.