

COACHE Survey Results

Spring 2019

Promotion from Associate Professor to Full Professor

58% ◆

Believe department
culture encourages
promotion to full



68% ◆

Believe expectations
for promotion to full
are reasonable



Perceived Clarity of:



70% ◆

Promotion
process



61% ◆

Promotion
standards



72% ◆

Body of
evidence

69% ◆

Promotion
criteria



48% ◆

Time frame for
promotion



44% ◆

If I will be
promoted

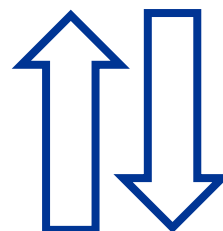


Areas of Concern



ONLY 26% ◆

Believe there is effective
mentoring of tenured
associate professors in
their department



Women perceive
consistently less clarity
on promotion metrics
than men

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What Has Been Done

In response to the 2016 survey results, a number of steps have been taken to clarify tenure and promotion processes for all faculty.

The Office of the Provost has worked with partners across the University to:

- Clarify [career pathways and promotion processes](#) for appointment stream faculty.
- Review unit-level promotion criteria to ensure expectations for promotion are clear
- Introduce a range of [mentorship efforts](#) to complement existing mentoring programs, assisting faculty as they navigate the challenges and opportunities in their career progression.
- Offer annual professional development workshops for faculty and chairs including undertaking effective performance reviews, and [understanding tenure and promotion processes](#).
- Support the efforts of the Faculty Affairs committee of the Senate to develop [revised guidelines for annual performance reviews](#), indicating a faculty member's progress toward promotion and providing concrete recommendations about factors that may affect promotion.

Areas of Improvement Among URM Faculty

	2016	2019	Change
 Believe expectations for promotion to full are reasonable	68% ▲	73% ▲	5%
Perceived Clarity of:			
 Promotion process	65% ◆	73% ▲	8%
 Promotion criteria	69% ◆	85% ▲	15%
 Promotion standards	58% ◆	73% ▲	15%
 Body of evidence	65% ▲	81% ▲	15%










▲ = Pitt ranks in top third of cohort ◆ = Pitt ranks in middle third of cohort ▼ = Pitt ranks in bottom third of cohort

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Areas of Improvement Among Female Faculty

		2016	2019	Change
	Believe department culture encourages promotion to full	47% 	54% 	6%
	Believe expectations for promotion to full are reasonable	60% 	67% 	7%
	Perceived clarity of if I will be promoted	26% 	42% 	15%