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

△ = Pitt ranks in top third of cohort   ◆ = Pitt ranks in middle third of cohort   ▼ = Pitt ranks in bottom third of cohort
COACHE Survey Results
Spring 2019

Promotion from Associate Professor to Full Professor

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

<table>
<thead>
<tr>
<th>Perceived Clarity of:</th>
<th>2016</th>
<th>2019</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Believe expectations for promotion to full are reasonable</td>
<td>68% ↑</td>
<td>73% ↑</td>
<td>5%</td>
</tr>
<tr>
<td>Perceived Clarity of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotion process</td>
<td>65% ◆</td>
<td>73% ▲</td>
<td>8%</td>
</tr>
<tr>
<td>Promotion criteria</td>
<td>69% ◆</td>
<td>85% ▲</td>
<td>15%</td>
</tr>
<tr>
<td>Promotion standards</td>
<td>58% ◆</td>
<td>73% ▲</td>
<td>15%</td>
</tr>
<tr>
<td>Body of evidence</td>
<td>65% ▲</td>
<td>81% ▲</td>
<td>15%</td>
</tr>
</tbody>
</table>

▲ = Pitt ranks in top third of cohort    ◆ = Pitt ranks in middle third of cohort    ▼ = Pitt ranks in bottom third of cohort
# COACHE Survey Results

## Promotion from Associate Professor to Full Professor

### Areas of Improvement Among Female Faculty

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2019</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Believe department culture encourages promotion to full</td>
<td>47%</td>
<td>54%</td>
<td>6%</td>
</tr>
<tr>
<td>Believe expectations for promotion to full are reasonable</td>
<td>60%</td>
<td>67%</td>
<td>7%</td>
</tr>
<tr>
<td>Perceived clarity of if I will be promoted</td>
<td>26%</td>
<td>42%</td>
<td>15%</td>
</tr>
</tbody>
</table>

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