COACHE Survey Results  
Spring 2019

Tenure Guidelines and Expectations  
(Tenure Stream Faculty Only)

53% ✅ Receive consistent messages about tenure requirements
61% ✅ Believe tenure decisions are based on performance criteria

Perceived Clarity of:

68% ✅ Tenure process
67% ✅ Tenure criteria
60% ✅ Tenure standards
69% ✅ Body of evidence
62% ✅ If I will achieve tenure

Expectations of Tenure Clear Regarding Performance as:

99% ✅ Believe having a mentor is important

Teacher 73% ✅ Scholar 72% ✅ Colleague 57% ✅ Advisor to students 53% ✅ Campus citizen 44% ✅

Departmental Mentorship  

70% ✅ Received effective mentoring
50% ✅ Believe there is effective mentoring

△ = Pitt ranks in top third of cohort  ✅ = Pitt ranks in middle third of cohort  ◼ = Pitt ranks in bottom third of cohort
Tenure Guidelines and Expectations

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 tenure-stream faculty.

These include the Office of the Provost:

- Working with academic units across the University to enhance the clarity of promotion criteria and ensure faculty are aware of criteria.
- Introducing a range of mentorship efforts to assist faculty as they navigate the challenges and opportunities in their career progression.
- Hosting annual professional development workshops for faculty and chairs including undertaking effective performance reviews, and understanding tenure and promotion processes.
- Working with the Faculty Affairs and Tenure and Academic Freedom committees of the Senate to develop revised guidelines for annual performance reviews, indicating among others, that reviews need to provide feedback about progress toward promotion as well as concrete recommendations to faculty regarding factors that may affect promotion and tenure.

Areas of Improvement

<table>
<thead>
<tr>
<th>Area</th>
<th>2016</th>
<th>2019</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive consistent messages about tenure requirements</td>
<td>42% ▼</td>
<td>53% ◆</td>
<td>10%</td>
</tr>
<tr>
<td>Perceived Clarity of:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tenure process</td>
<td>63% ▼</td>
<td>68% ◆</td>
<td>5%</td>
</tr>
<tr>
<td>Tenure criteria</td>
<td>60% ◆</td>
<td>67% ◆</td>
<td>7%</td>
</tr>
<tr>
<td>Tenure standards</td>
<td>51% ◆</td>
<td>60% ◆</td>
<td>9%</td>
</tr>
<tr>
<td>Body of evidence</td>
<td>58% ▼</td>
<td>69% ◆</td>
<td>11%</td>
</tr>
<tr>
<td>If I will achieve tenure</td>
<td>47% ▼</td>
<td>62% ◆</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