

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% ◆

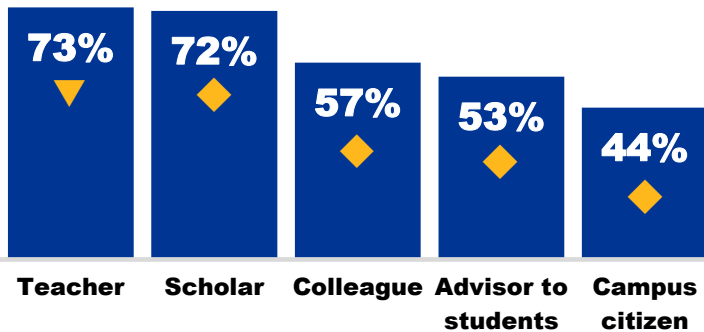
Body of evidence



62% ◆

If I will achieve tenure

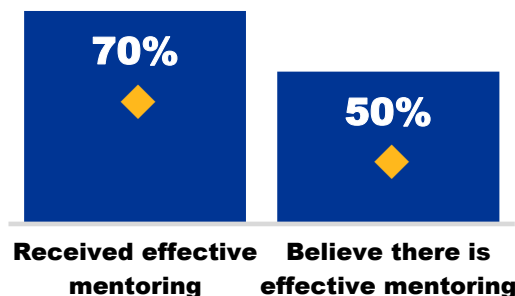
Expectations of Tenure Clear Regarding Performance as:



Departmental Mentorship

99% Believe having a mentor is important

BUT ONLY...



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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 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

	2016	2019	Change
 Receive consistent messages about tenure requirements	42% ▼	53% ◆	10%
Perceived Clarity of:			
 Tenure process	63% ▼	68% ◆	5%
 Tenure criteria	60% ◆	67% ◆	7%
 Tenure standards	51% ◆	60% ◆	9%
 Body of evidence	58% ▼	69% ◆	11%
 If I will achieve tenure	47% ▼	62% ◆	15%