Promotion from Associate Professor to Full Professor

58% 😞 Believe department culture encourages promotion to full
71% 😞 Believe expectations for promotion to full are reasonable

Perceived Clarity of:

69% 😞 Promotion Process
63% 😞 Promotion Standards
71% 😞 Body of Evidence
72% 😞 Promotion Criteria

50% 😞 Time frame for promotion
36% 😞 If I will be promoted

Areas of Concern

ONLY 29%

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
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- Set up regular meetings with associate professors approaching promotion.

- Provide opportunities to discuss the promotion process with recently promoted faculty.

- Provide feedback to associate professors considering promotion in relation to expectations around teaching and research achievement, and provide feedback about the faculty member’s progress toward promotion.

- Make sample dossiers available.

- Be aware of the workload that is placed on associate professors – ensure that they’re not being buried with service, mentoring responsibilities, student advising or leadership/administrative duties that may actually get in the way of their continued trajectory to full professor.

- Consider developing a workshop on the promotion process in your department, division, or school.

- Check the Office of the Provost’s Faculty Development website for programs related to career progression: https://www.provost.pitt.edu/faculty/workshops-and-orientations