



# COACHE Survey Results

## 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



# University of Pittsburgh

## Resources and Good Practices

### Promotion from Associate Professor to Full Professor

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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.facultydiversity.pitt.edu>