COACHE Survey Results

Tenure Guidelines and Expectations

(Tenure Stream Faculty Only)

43% ☹ Receive consistent messages about tenure requirements

60% 😐 Believe tenure decisions are based on performance criteria

Perceived Clarity of:

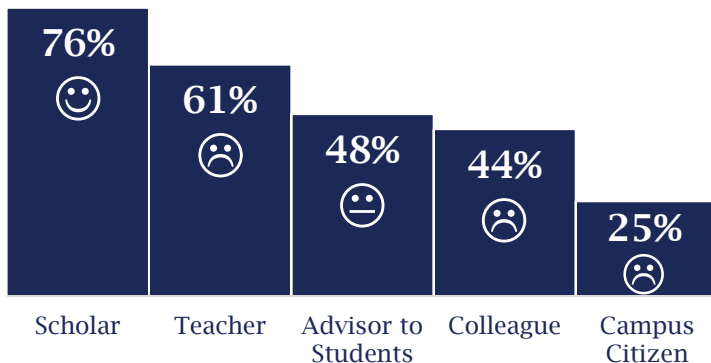**63%** ☹ Tenure Process

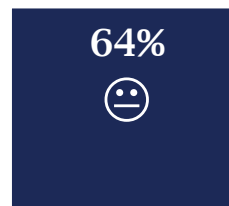**60%** 😐 Tenure Criteria

51% 😐 Tenure Standards

58% ☹ Body of Evidence

47% ☹ If I will achieve tenure

Expectations for Tenure Clear Regarding Performance as:

76% ☺ Scholar

61% ☹ Teacher

48% 😐 Advisor to Students

44% ☹ Colleague

25% ☹ Campus Citizen

Departmental Mentorship

95% Believe having a mentor is important

But only…

64% 😐 Received effective mentoring

46% 😐 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

University of Pittsburgh

Resources and Good Practices

Tenure Guidelines and Expectations
(Tenure Stream Faculty Only)

- Document the tenure process.

- Make sure that all tenure-stream faculty know where to find the information that they need about the tenure process.

- Set up regular meetings with tenure-stream faculty to discuss tenure and the tenure process.

- Ensure that tenure-stream faculty are engaged with one or more faculty mentors.

- Facilitate regular discussions with tenured colleagues about tenure expectations.

- Provide feedback to tenure-stream faculty in relation to expectations around teaching, research and service; and provide feedback about the faculty member's progress toward tenure.

- Provide opportunities for the tenure-stream faculty to discuss the tenure process with recently tenured faculty.

- Make sample dossiers available, and discuss the qualities of a strong dossier with the tenure-stream faculty.

- Discuss the role of external reviewers in the tenure process, as appropriate for the discipline.

- The University's tenure guidelines can be found in the Faculty Handbook