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
• 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.