



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

- 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: <http://www.provost.pitt.edu/faculty-development/index.html>