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:

95% Believe having a mentor is important

But only...

76% 😊
Scholar

61% 😞
Teacher

48% 😞
Advisor to Students

44% 😞
Colleague

25% 😞
Campus Citizen

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
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: http://www.provost.pitt.edu/memo/faculty_personnel_actions.html