



## 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

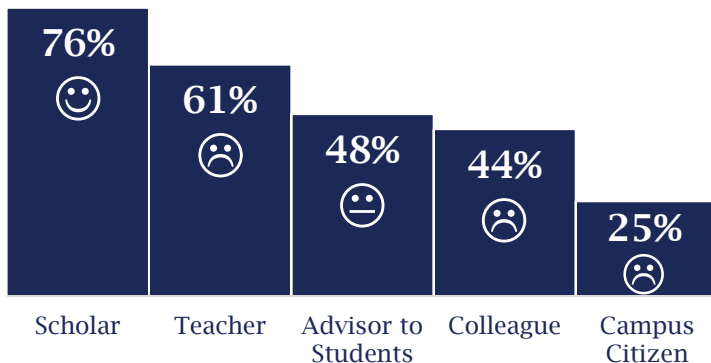


**58%** ☹️  
Body of Evidence



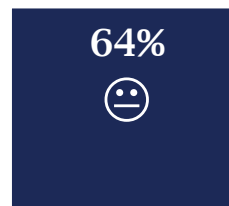
**47%** ☹️  
If I will achieve tenure

### Expectations for Tenure Clear Regarding Performance as:



### Departmental Mentorship

**95%** Believe having a mentor is important  
But only...



😊 = 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)

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- 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](http://www.provost.pitt.edu/memo/faculty_personnel_actions.html)