



2014 COACHE Survey Results: Tenure and Promotion

Overview

FSU faculty who participated in the 2014 COACHE survey rated tenure and promotion more favorably on average than respondents from the five peer institutions and the overall 2014 COACHE cohort.¹ The FSU ratings were in the top 25% of all institutions on satisfaction with four aspects of promotion and tenure.

In the following, the survey items and results for each topic will be presented separately, followed by a brief summary highlighting strengths and opportunities for improvement in this focus area of the survey. For parsimony, this report will use “faculty” to refer to responses of participating faculty, “peers” to denote the average responses from the five selected peers in the footnote, “all universities” to identify response averages from the participating universities and “rated or ratings” to represent average ratings.

Tenure Policies

FSU faculty attitudes about tenure policies are more positive than those expressed by our peers and the cohort of all universities (on average). Not only were ratings higher on the overall measure but also on most items.

In contrast, female FSU faculty tended to rate tenure policy related items lower than women of the five peer institutions.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Tenure policies	3.71	◀▶	N/A	▶	N/A	N/A	▶	◀	▶	▶
Clarity of body of evidence for deciding tenure	3.93	▶	N/A	▶	N/A	N/A	▶	▶	▶	▶
Tenure decisions are performance-based	3.82	▶	N/A	▶	N/A	N/A	▶	◀	▶	▶
Clarity of tenure criteria	3.81	▶	N/A	▶	N/A	N/A	▶	◀	▶	▶
Clarity of tenure process	3.77	▶	N/A	▶	N/A	N/A	▶	◀	◀	▶
Clarity of whether I will achieve tenure	3.72	▶	N/A	▶	N/A	N/A	▶	▶	▶	▶
Clarity of tenure standards	3.67	▶	N/A	▶	N/A	N/A	▶	▶	▶	▶
Consistency of messages about tenure	3.21	▶	N/A	▶	N/A	N/A	▶	◀	▶	▶

¹ **Rating Key:** 1 – Very Dissatisfied 2 – Dissatisfied 3 – Neither Satisfied or Dissatisfied 4 – Satisfied 5 – Very Satisfied
Left-facing triangles ◀ represent relative ratings as compared to five designated peer institutions (Indiana University – Bloomington; North Carolina State University; University of California, Davis; University of Kansas; University of Missouri - Columbia); right-facing triangles ▶ represent all institutions that participated in the 2014 COACHE cohort. Green triangles ▶ indicate areas of strength; red triangles ◀ indicate areas of concern; grey triangles ▶ mean no difference. Group comparisons: tenured/pre-tenure, full/associate professor, men/women, and white/faculty of color.

Tenure Clarity

FSU faculty rated tenure clarity higher than those of the five peer institutions and the cohort of participating universities on the overall measure of clarity and almost all of the specific items.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Tenure clarity	3.54	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Scholar	4.03	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Teacher	3.94	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Advisor	3.51	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Colleague	3.43	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Campus citizen	3.16	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Clarity of expectations: Broader community	3.10	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶

Tenure Reasonableness

FSU respondents rated most of items related to tenure reasonableness more favorably than respondents of other institutions. Although FSU faculty subgroup responses were lower than our peers on two items, they did not appear to be part of a larger pattern. FSU's overall rating was higher than all of our peers.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Tenure reasonableness	4.01	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Teacher	4.23	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Scholar	4.05	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Advisor	4.05	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Colleague	4.00	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Campus citizen	3.86	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Community member	3.73	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶

Promotion

FSU faculty respondents rated promotion related items higher compared to both the five peer institutions and the 2014 COACHE cohort overall. Only one peer had a higher overall score on satisfaction with various aspects of promotion.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Promotion	4.01	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of promotion process	4.12	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of body of evidence for promotion	4.11	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Reasonable expectations: Promotion	4.08	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of promotion criteria	4.04	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Dept. culture encourages promotion	4.00	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of time frame for promotion	3.99	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of promotion standards	3.82	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clarity of whether I will be promoted	3.60	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶

Summary

- ✓ FSU Faculty have a much more favorable view of FSU’s tenure and promotion policies than do their colleagues at both participating and peer institutions.
- ✓ The Tenure Clarity and Promotion raw scores were the two highest absolute scores among the twenty benchmarks.
- ✓ FSU ranked either the highest or second highest of the peers on all four benchmarks.

✗ The responses of FSU female faculty were consistently lower than our peers on the Tenure Policies Benchmark.