

Tenure and Promotion

Your results

Reading your results

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	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2009						
Tenure Policies	3.58	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	N/A						
Clarity of tenure process	3.68	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of tenure criteria	3.68	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of tenure standards	3.37	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of body of evidence for deciding tenure	3.71	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of whether I will achieve tenure	3.41	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of tenure process in department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A						
Consistency of messages about tenure	3.32	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Tenure decisions are performance-based	3.98	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Tenure Expectations: Clarity	3.59	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	N/A						
Clarity of expectations: Scholar	4.07	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A		white	white	N/A	+						
Clarity of expectations: Teacher	4.19	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of expectations: Advisor	3.52	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	women	white	white	N/A	+						
Clarity of expectations: Colleague	3.48	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	women	white	white	N/A	+						
Clarity of expectations: Campus citizen	3.14	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Clarity of expectations: Broader community	3.12	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	N/A	men	white	white	N/A	+						
Promotion to Full	3.47	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	asian	urm	N/A						
Dept. culture encourages promotion	3.39	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	asian	urm	N/A						
Reasonable expectations: Promotion	3.50	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc		foc	asian	urm	N/A						
Clarity of promotion process	3.68	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	assoc	women	foc	asian		N/A						
Clarity of promotion criteria	3.59	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	assoc	women	foc	asian		N/A						
Clarity of promotion standards	3.37	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	assoc	women	foc	asian		N/A						
Clarity of body of evidence for promotion	3.68	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	assoc	women	foc	asian	urm	N/A						
Clarity of time frame for promotion	3.22	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	assoc	women	foc	asian	urm	N/A						
Clarity of whether I will be promoted	2.70	◀▶	◀▶	N/A	N/A	N/A	◀▶	◀▶	▶▶	◀▶	◀▶	◀▶	▶▶	N/A	N/A	N/A	men	foc	asian	urm	N/A						