

Faculty Survey

Number of Responses: 39 out of 114 faculty members

1. Did you go up for tenure early? If Yes go to question 2. If No, I went up in 6-7 years, go to question 3.

Yes: 13

No: 25

NA: 1

2. Did you experience any bias? If Yes, explain

- Don't know...the Tenure status has not been announced yet!
- No.
- Not that I am aware of.
- Don't really know since the process is still on-going.
- I was told that the threshold was higher for "early" tenure. I was also told that if I did not get tenure, I would not have a one year grace period to find another job.
- Not that I know of. Remains to be seen, I haven't been told yet if I've passed.
- I was technically early, but I had been a visitor before I was hired tenure track, so I have been at UF since 1997. I chose not to stop the clock when I took 8 weeks maternity leave. I do not think I experienced bias--but there is still no written evidence that I have been successful with my application!!!
- I experienced one set of rules under one chairman and another set of rules under a different chairman.
- I answered yes above, but I'm not sure this really applies to me. I had tenure at a different institution and then had to reapply for it at UF in my second year.
- Was scrutinized more to justify early tenure.
- I felt another faculty was more closely mentored to allow that faculty to go up early. I did not receive the same mentoring.

3. Did you exercise your right to stop the tenure clock?

Yes: 3

No: 34

N/A: 2

4. Were you officially mentored?

Yes: 14

No: 24

NA: 2

5. Were you unofficially mentored?

Yes: 20

No: 17

N/A: 2

6. When were you first aware of all the criteria necessary for tenure? Check all that apply.

At Hiring: 13

Mid-process, at the 3 yr review: 14

The year before I went up: 2

Never directly made aware: 8

N/A: 2

7. Was the tenure process clearly explained to you when hired?

Yes: 10

- Faculty Chair
- Faculty Dean Chair: 3
- Chair: 3
- Other Faculty: 5

No: 24

N/A: 3

8. Did you attend one of the University Tenure and Promotion Workshops?

Yes: 28

No: 9
N/A: 2

9. Do you believe that the college-level Tenure and Promotion committee is a committee of your peers?

Yes: 31
No: 6
N/A: 2

10. Are the Tenure and Promotion criteria provided in writing for your unit or college?

Yes: 40
No: 6
N/A: 2

11. Did the criteria for Tenure and Promotion change during your period of evaluation? Yes, answer question 12. If No, go to question 13.

Yes: 22
No: 15
N/A: 2

12. Were you judged by the old or the new criteria?

New criteria: 18
No response: 13
NA: 8

13. Do you feel the criteria are fair?

Yes: 30
No: 7
N/A: 2

14. Are the criteria applied equally, to your knowledge?

Yes: 19
No: 17
N/A: 4

15. Did you know you were to be notified when your packet was updated with a copy of the Dean's Letter?

Yes: 29
No: 8
N/A: 2

16. Were you aware that you were to be notified when your packet was updated with a copy of the Department Chair's letter?

Yes: 18
No: 19
N/A: 3

17. Did you receive a copy of the Dean's letter?

Yes: 35
No: 2
N/A: 2

18. Did you receive a copy of the Chair's letter?

Yes: 31
No: 3
N/A: 2

19. Please list your college

Medicine - 3
Journalism and communications-3
CLAS - 6
Dentistry-2
Public Health and Health Professions - 2
Fine Art-2

CALS – 7
DCP-1
Engineering-1
N/A-2
Vet Med-1
HHP- 2
Libraries- 1
Education- 1

20. Do you have any other comments or concerns to share with the Senate Faculty Welfare Council about your progression through the Tenure and Promotion process?

- The requirements for the packet are extremely nebulous. I had to revise my packet 4 or 5 times. This is exceedingly time consuming and cumbersome, and if the directions for the packet were more clear, it would be helpful.
- There is a general perception that "stopping the tenure clock" is a flawed process, in that faculty who take that option are still assumed to have some productivity during that period.
- The "official" time-line forecasted a decision be made by April...no news by mid May. May be a great idea to periodically follow-up on the progression, as per University rules.
- The tenure process in my college (PHHP) is far more transparent and rational than in another college in which I was previously employed. It is good that our college has published T&P guidelines, although I believe it would be useful to better operationally define elements (e.g., how many publications represent "distinction"; what is the expected impact factor of the journals?). Operational definition, with some confidence intervals around the criteria, serve to concretize individuals' goals at outset. Because of my within-UF mobility, I never got a mentoring team or mid-tenure review, but I am aware that my college and department are usually scrupulous about this.
- I very much appreciate the support of several colleagues and administrators in this process. While the tenure process was explained, there hadn't been a faculty member in my specific discipline who went up for tenure in over 10 years. I think it was difficult at times for the larger faculty to understand the work I was doing, which, fortunately was clearly articulated by colleagues and in my own package. It was positively evaluated by outside reviewers in my field. I believe there should be an outside review during the 3rd year to gauge progress because of this. I felt I was better prepared than most colleagues because I was strategic. My tenure clock stopped because of a leave. My chair was excellent in this process and kept me informed.
- I think that the T&P workshops and mentoring committee were very useful, and that UF tries hard to explain the procedural aspects of T&P well. However, the standards for tenure seem to become more stringent with each passing year. When I was hired (50% research, 50% extension appointment) I was told that 2 refereed journal articles per year would be sufficient -6 year later it appears that 4 per year is the standard. Finally, the T&P process is unnecessarily lengthy. As of today (May 9) I do not have any official news, and might not for another month.
- As I know, the written guideline in COM did not change. However, standards used for evaluation in P&T committee did not seem to match with the written guidelines, resulting in extremely unfair treatments of a few faculty members. It is suspected that the P&T committee was seriously influenced by the Dean of COM to follow his personal philosophy.
- If we want to move UF forward the P&T process has to be rigorous and fair. I am in favor of substantially increasing the scrutiny of P&T candidates and even denying tenure is borderline (and below) cases. I feel it is too easy to get promoted and tenured at UF relative to sister AAU schools.
- With regard to: 4. I had an official committee, but they did not do anything (so it ended up just wasting my time feeding them periodic information). 9. By definition, I would not consider this a committee of peer since they are tenured and in different disciplines. 12. Do not know since no quantitative information is specified. 18. I had to ask for this letter, what's worse is that another faculty member re-wrote their letter to improve it (which I consider unethical and unfair). The most frustrating part of the process is hearing what is expected of you but seeing examples of exceptions in previous years.
- Different disciplines use vastly different criteria to evaluate scholarship. This is true even among the disciplines represented by the faculty in my department. Consequently, tenure evaluation can never be equal. Despite these differences, I felt that the process was exceedingly fair.
- It was critical having a secretary who knew the process to help
- The mentoring process in sloppy and needs more structure. Mentors should know the current criteria and packet format for T/P, and this takes time. I believe they should be compensated for their time so they would take it more seriously--perhaps mentoring should be considered for merit pay? 2. Teaching Evaluations: once tallied these should be given to each faculty member electronically. I wasted hours and hours typing those numbers into my packet. The current method requires faculty to type these results into the packet, and is completely inefficient and prone to error. Why not send them to us via email? 3. third yr review--We are told that the third year review is particularly important, but it is not clear how or why. Biggest Complaint: I submit my packet on Jan 15, and have

only heard unofficially that my packet was approved for tenure. I have not received anything in writing. It is not fair or reasonable to keep us waiting this long. It is difficult to fill out this survey because I still don't know where I stand!

- It would be less stressful if we were aware of a deadline for the final signature by the Provost - when does that happen? I have not heard anything from the Provost office other than a statement in a Faculty Senate meeting that the packets were on her desk (this was in February). If we are not expected to receive the "final" approval until the end of June, that should be stated somewhere in the T&P guidelines.
- I still haven't heard whether or not I have received tenure.
- The process and criteria were never made clear. I learned the process 'in vivo' as it unfolded. I still don't know the criteria specifically, and my response to items 11-12 above are based on my understanding, and may not reflect what is actually in effect. I was told what items were due at certain times, followed by a sketchy explanation of what these were. There are rumors among the faculty about what constitutes the T & P criteria -- but basically this boils down to whether or not the faculty (a) perceives you as valuable and (b) 'like' you. The best thing I did was to attend the T & P workshop by Provost Glover -- this laid to rest the 'myth' of tenure and promotion that was shared via word of mouth.
- The tenure packet guidelines distributed to faculty could be improved.
- I still haven't received final word from the upper echelons & I don't even know when I'm supposed to expect it. (I haven't been to campus in two weeks, so it's possible that word awaits me there now.) The process for me has been smooth sailing so far, but if it hadn't been, I'd imagine that the mysteries of this process would be even more frustrating than they've been.
- The Chair's actions during the tenure process can unfairly wound your academic career especially when for the last two years before tenure he did not provide the annual letters of evaluation. Yet, raises unfair issues during the tenure process that apparently were raised by an outside reviewer. How unfair can you get?
- I received a letter from my Dean but I had to ask my Chair for it (i.e., they knew before I did so I asked for a copy of the letter, but it was never actually addressed to me). After the T/P package is turned into Personnel then the whole process becomes a big black hole, even five months later! Everyone just says that no word is a good thing. Why don't we get another letter once it has been through the UF Tenure Committee? Or is that the final letter? (5-6 months after the packet has been submitted, like in June?). Nobody seemed to know what happened after it went into Personnel (process AND timing of it). Timing of the process and resulting letters is too stressful even if you "think" you should get tenured. Criteria for external reviewers changed depending on the faculty member going up for tenure. It's May and I have heard nothing since last December...is that reasonable?
- The provost should decline cases passed by the department and dean only if there are extremely compelling reasons, which should be clearly articulated to the department. Some cases in our department seem to have been turned down by the previous provost whimsically.
- By the time my package was put together, I am assuming I have been tenured. However, I thought the process was the worst experience of my life.