

## Tenure and Promotion Survey for Committee Members Results July 2007

**Question 1** What is your professional rank?

21 Full professor

5 Associate Professor

1 Distinguished Professor

1 County Agent

1 Other : University Librarian -- the Libraries' equivalent to Full professor

**Question 2** Are you

28 Tenured

1 Not tenure permanent status

**Question 3** How were you selected for this committee?

17 elected by the faculty

11 Appointed by the administration

1 other

Comment:

Selected by Dean, approved by faculty.

**Question 4** If other, please explain

Our P&T Committee is composed of a slate of faculty suggested by the administration and approved by the full faculty.

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**Question 5** Were the tenure and promotion criteria for each department provided to the committee?

24 Yes

6 No

**Question 6** Did the criteria for tenure in your unit include a definition of how distinction is measured?

21 Yes

8 No

1 N/A

**Question 7** Did the committee consider the faculty member's assignments in applying the tenure or promotion criteria?

29 Yes

1 N/A

**Question 8** Are different expectations placed on individual's applying before the maximal 6 or 7 year limit?

6 Yes

22 No

2 N/A

**Question 9** Was the number of years prior to application for tenure a consideration in your decision?

9 Yes

18 No  
3 N/A

**Question 10** In deciding about a faculty member's candidacy was any unsolicited information considered that was not referenced in the tenure and promotion packet?

3 Yes  
26 No

**Question 11** If yes, please explain

Comments of Tenure committee member(s) who are familiar with the candidate  
Some members of the T&P Committee referred to personal experiences working with candidates during discussions. No additional information was solicited  
Letters from students and fellows.

**Question 12** Did you make a final assessment for any candidate in which you were not present for the discussion of that candidate's packet?

1 Yes  
28 No

**Question 13** If yes, please explain

Input was sought from each committee member even if the member was absent for the discussions. A "grade" was then requested from each committee member for each packet.

**Question 14** Did the dean charge the committee regarding the tenure and promotion process prior to the review of the packets?

25 Yes I responded yes to 14 but the charge was given by the V.P.  
4 No

**Question 15** Did you attend one of the University Tenure and Promotion Workshops?

8 Yes  
21 No

**Question 16** Would you have benefited from any formal training prior to performing these duties?

6 Yes  
21 No  
3 N/A

**Question 17** Your college

6 IFAS  
4 nursing  
1 DCP  
2 Medicine  
3 libraries  
2 Pharmacy  
1 PPHP  
2 HHP  
3 Law

2 Engineering  
1 Dentistry  
1 Journalism and Communications  
1 Fine Arts  
1 No answers

**Question 18** Do you have any other comments or concerns to share with the Senate Faculty Welfare Council about the tenure and promotion process?

The T and P process seemed very thorough and fair. (IFAS)

I thought it was a very fair process at the committee level. Unfortunately, I learned that the Deans over ruled the committee in several cases where we did not think tenure and/or promotion was deserved. That was very frustrating. (IFAS)

Faculty need to have more impact on the process. There is no shared governance in the P&T process. (DN)

I think that we in the Libraries do an excellent job of managing all aspects of the T&P process. (lib)  
In the College of Law, the P&T committee does not do a formal assessment because the entire college faculty meets as a committee of the whole to vote on candidates. Our college committee merely helps the candidate put the file together. Thus, I did not answer questions 7-9. Our college faculty as a whole, however, has not been charged by the dean about criteria, though the faculty is very very serious about its evaluation of candidates. I have not seen any instances in which the criteria applied to candidates were different. We have not yet had a candidate go up early or late and so, as a full faculty, have not had to face that issue yet. (law)

There is an excessive emphasis on fund raising and quantity in Engineering. The Dean keeps saying that this is not the case but on several occasions scholarship was ignored in favor of grantsmanship and quantity in publications. Scholarly people have been denied tenure at times. Yet mediocrity has been rewarded by promotions, particularly into the Distinguished Professorial rank. (engineering)

At the Law School, the Promotion and Tenure File Committee does not make a recommendation. It simply assembles the file and distributes it to all voting faculty members.(law)

Although our unit has tenure and promotion guidelines, I am still unclear whether the criteria for assessing research productivity, particularly large federally funded grants, is the same at the university level. Here, smaller professional and foundation grants are considered sufficient. I am concerned that this might be the case at the university level. (nursing)

I was impressed with the commitment of the committee members and the seriousness and focus of the deliberations. It was especially critical to have this commitment in the IFAS committee because we have both county and state faculty in the process and many on-campus faculty had to stretch to understand and evaluate the Extension component. It was an outstanding committee and I was proud to be a part of it. (ifas)

Split appointments need better clarification in terms of what is expected for each part of the appointment. (IFAS)

I think that the "promotion when ready" category needs to be better defined. The committee did not evaluate people negatively based on the number of years in rank, but the expectations were actually lessened in terms of teaching and service by the decreased time. This caused problems further up the line. If demonstration of activity in teaching and service is important, that should be made clear to the applicant and very early t&p attempts should be discouraged. (fine arts)