

## Faculty Survey Results for Tenure and Promotion Survey

Results July 2007

71 responses

### Question 1 Did you go up for tenure early?

25 Yes

44 No

2 no answer

### Question 2 Did you experience any bias?

6 Yes

19 No

2 Yes (who answered No to question 1)

### Question 3 If yes, please explain.

*Comment:* While my achievements met the standard for my department, they seemed less impressive to the college committee, which had no representative from my department at the time. Their decision was successfully appealed to the dean.

*(answered N/A to question 2)* I am not sure if I experienced bias, but I cannot help but think so. The votes on my case at the dept and college levels were very positive, then I was advised to withdraw at the Provost's committee level. I received no official feedback. I am dismayed that my case was apparently read very differently at this level, and I have no recourse.

*These two answered No to question 1 and Yes to question 2:*

The Dean for Research has formulated new regulations and requirements for tenure and promotion. He has made these new regulations and requirements retroactive over your whole career at UF, years before his arrival.

A fair amount of negative comments were distributed from faculty members with whom I had very little interaction; however, they each had recent disagreements (some strong) with a close colleague of mine.

*This one answered nothing for question 1 and No for question 2:*

I am on a non-tenure track, so I went up for promotion. Not sure how to answer many of these questions. Do you want them in re: to promotion or are these only in re: to tenure

process? We (clinical faculty) didn't even know if we qualified to go up for promotion. We had to schedule a meeting with our Dean to see if it was applicable for us-I have been here 14 years!

*Comment:* When I was hired, the dean of my college said I could use prior years of tenure-track experience toward tenure at UF. I had three years before coming to UF, and I only claimed one of them, going up one year "early" in year 5. Although technically our college policy is "tenure when ready," I definitely received negative votes from some faculty who were upset that I went up "early."

*Comment:* I went up after 6 years and was told it was too early, went up again the next year - no problem.

*Comment:* College and University uses different criteria dean uses different criteria than college's committee

*Comment:* The dossier was not judged on its merits, but on the basis of how long I have been in the rank.

*Comment:* I was brought up 1 year early as part of the recruitment package when I was brought to UF. This became a very big issue during the tenure process, and a very significant source of stress.

**Question 4 Did you exercise your right to stop the tenure clock?**

3 Yes

68 No

**Question 5 Were you officially mentored?**

28 Yes

43 No

**Question 6 Were you unofficially mentored?**

39 Yes

31 No

**Question 7 When were you first aware of all the criteria necessary for tenure? Check all that apply.**

32 At hiring

7 Never directly made aware

13 The year before I went up

18 Mid process

**Question 8 Was the tenure process clearly explained to you when hired? If yes, please check all that apply**

3 Dean

21 Chair

19 Other faculty

26 No it was not clearly explained

**Question 9 Did you attend one of the University Tenure and Promotion Workshops?**

52 Yes

14 No

**Question 10 Do you believe that the college-level Tenure and Promotion committee is a committee of your peers?**

48 Yes

21 No

**Question 11 Do you think the process would be more favorable if structured within your administrative unit?**

24 Yes

44 No

**Question 12 Are the tenure and promotion criteria provided in writing for your unit or college?**

50 Yes

8 No

**Question 13 Did the criteria for tenure and promotion change during your period of evaluation?**

30 Yes

41 No

**Question 14 Were you judged by the old or the new criteria?**

4 Old

29 New

**Question 15 Do you feel the criteria are fair?**

56 Yes

11 No

**Question 16 Are the criteria applied equally, to your knowledge?**

46 Yes

21 No

**Question 17 Did you know you were to be notified when your packet was updated with a copy of the Dean's letter?**

28 Yes

12 No

**Question 18 Did you know you were to be notified when your packet was updated with a copy of the Department Chair's letter?**

57 Yes

14 No

**Question 19 Did you receive a copy of the Dean's letter?**

70 Yes

1 No

**Question 20 Did you receive a copy of the Chair's letter?**

53 Yes

7 No

1 I think so

Comment: The questions in this questionnaire seem like they will provide almost no information for the survey you are conducting. They are too general and vague.

Comment: My copy of the Dean's letter was several weeks late, however, not five days after it was written. And I never received a copy of the College Committee's vote as I should have,

according to the Tenure and Promotion Procedure packet. Basically, I haven't received any written or other notification since January, and it's toward the end of June. The whole process has been rather disorganized and bungled.

Comment: Yes, however I found it strange that the Chair chose to vote with the tenured faculty AND write a letter. This 'double jeopardy' is definitely not fair. T&P was a terrible experience for me that was filled with politics and lies. Luckily I had the support of the majority of our faculty, as well as, the Dean. As a newly tenured faculty member, I will try to assist our untenured faculty members through this unnecessarily painful process.

Comment: IT is important to note that I was up for promotion --not tenure. I am a lecturer. The criteria for lecturer was never explained.

**Question 21 Please list your college**

IFAS 14

CLAS- 22

Medicine- 11

Libraries- 3

Law- 1

HHP- 2

Dentistry -3

Engineering- 6

DGP- 1

Vet Med- 2

Fine Arts- 3

PHHP- 1

Nursing- 1