

Summary of the 2012 Faculty Senate Survey on Tenure and Promotion

The faculty selected “Tenure & Promotion” as its issue for the Spring 2012 Forum on Shared Governance. As part of its preparation for the event, the Faculty Senate prepared a survey to gather faculty perceptions on the issues. The entire Senate was allowed to contribute questions, which were then used by the Executive committee to write the survey. The survey was available from April 11th to April 18th, and there were a total of 72 responses. At its meeting on April 20th, the Executive committee went through the survey results and comments and drew on them for its presentation at the forum on April 25th.

At the Faculty Senate meeting on April 18th some issues were brought up about how well-posed certain questions were. Data from these questions were not used as part of the presentation at forum. The issues raised are included with the summary for each question and these in the list below these questions are marked with an asterix.

Question 1: What school are you in?

Question 2: Are you tenured?

Question 3: What is your rank?

Question 4: How long have you been at the university?

Question 5: How long has it been since you’ve served on a T/P committee?

Question 6: Rate your understanding of the T/P process as it stands in the AP&P manual.

Question 7: Do you feel that the the T/P process if functioning fairly and effectively?

Question 8: Do you think that in T/P procedures the “Teaching” category at the faculty committee level is:

Question 9: Do you think that in T/P procedures the “Teaching” category at the administrative level is:

Question 10: Do you think that in T/P procedures the “Service” category at the faculty committee level is:

Question 11: Do you think that in T/P procedures the “Service” category at the administrative level is:

Question 12: Do you think that in T/P procedures the “Scholarship” category at the faculty committee level is:

Question 13: Do you think that in T/P procedures the “Scholarship” category at the administrative level is:

Question 14: Given your experience in T/P matters, the level that carries the most weight in practice is:

Question 15: Currently, appeals of tenure and promotion decisions can only be based on procedural grounds. Would you favor allowing appeals on substantive grounds?

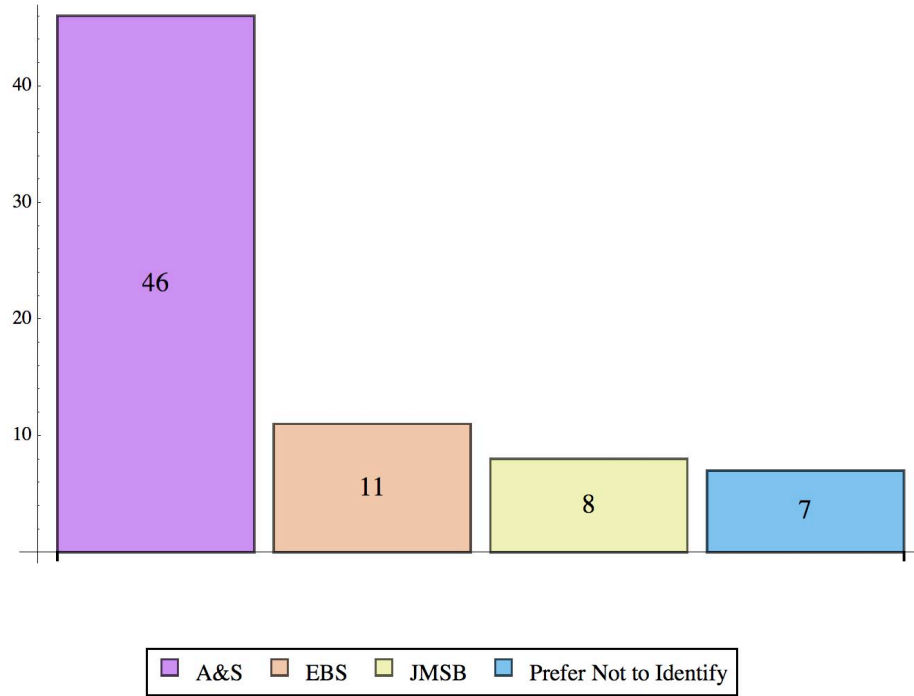
Question 16: Are members of the T/P committee chosen in an unbiased manner?

Question 17: Should the meetings of T/P committees be advertised in advance to allow for additional input from students, alumni, etc.?

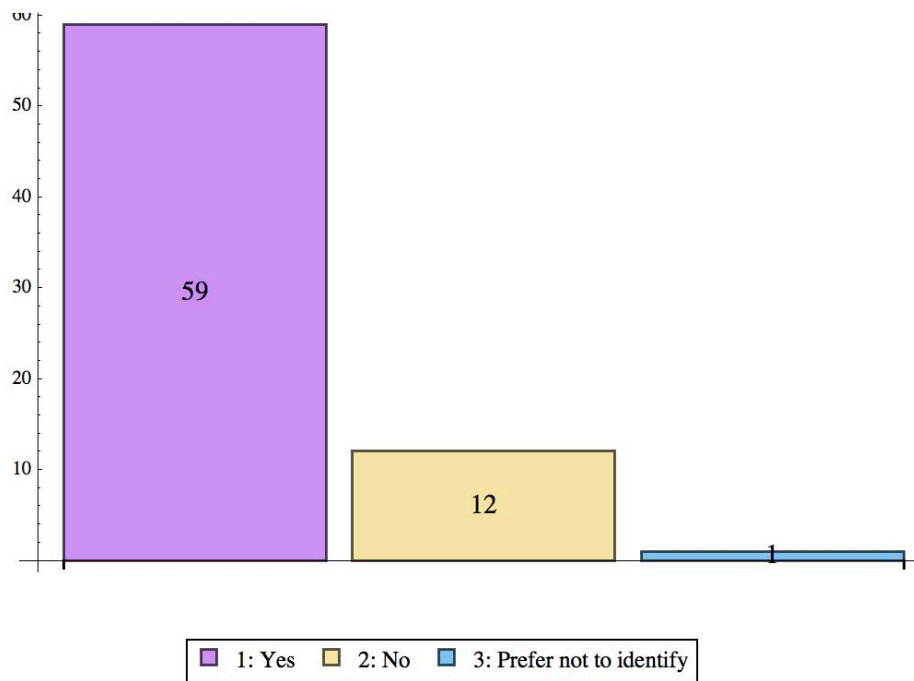
- Question 18: Should T/P applicants be afforded the opportunity to respond to input collected by or given to the committee that goes beyond the portfolio?
- Question 19: Should the criteria for T/P be primarily developed by the individual departments?
- Question 20: Should a T/P applicant be made aware of the numerical vote of the committee?
- Question 21: At each decision level of the T/P application, should a decision be accompanied by a written explanation?
- Question 22*: Should the T/P application timeline be shortened?
- Question 23: Should a faculty member be allowed to apply for tenure more than once, so long as applications are done in years 5, 6, or 7?
- Question 24: Should an applicant be able to withdraw a tenure application once it has begun?
- Question 25: Should an applicant be able to withdraw a promotion application once it has begun?
- Question 26: Do you think the performance criteria for achieving tenure and promotion are clearly explained to applicants?
- Question 27: Has it been your experience that junior faculty have been adequately informed of the expectations for earning tenure or promotion by either a faculty mentor or the academic department chair?
- Question 28: Are you of the opinion that the performance criteria for tenure and promotion are sufficiently clear for faculty review committees to make informed and sound decisions?
- Question 29*: Have you applied for tenure and/or promotion in the last four years?
- Question 30*: Have you applied more than once for tenure?
- Question 31*: Have you applied more than once for promotion?
- Question 32*: Has your application for tenure and/or promotion ever been denied?
- Question 33: Have you ever filed a due process appeal of a a tenure or promotion decision?
- Question 34: If you filed an appeal, are you of the opinion that the appeal process was handled in a fair and satisfactory manner?
- Question 35: Do you think the tenure and promotion policy and process should be changed?

The following is a breakdown of the responses to each question. For questions 1-6 (which are demographic) only the number of each response is listed. For questions 7-35, the responses are given both in terms of raw numbers and also broken down by school. In breakdowns by school, the response labelled "1" is at the bottom of the bars and the last response is at the top of the bars

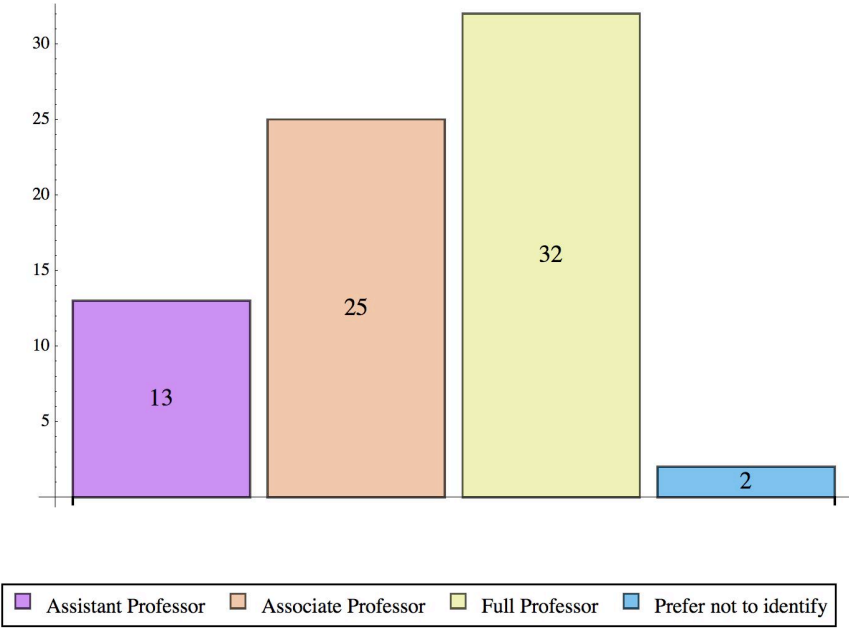
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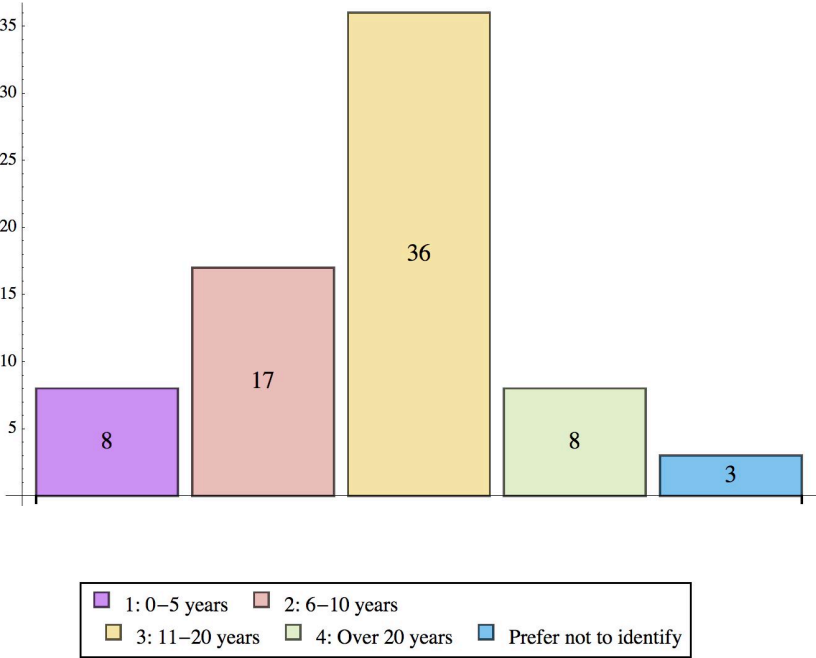
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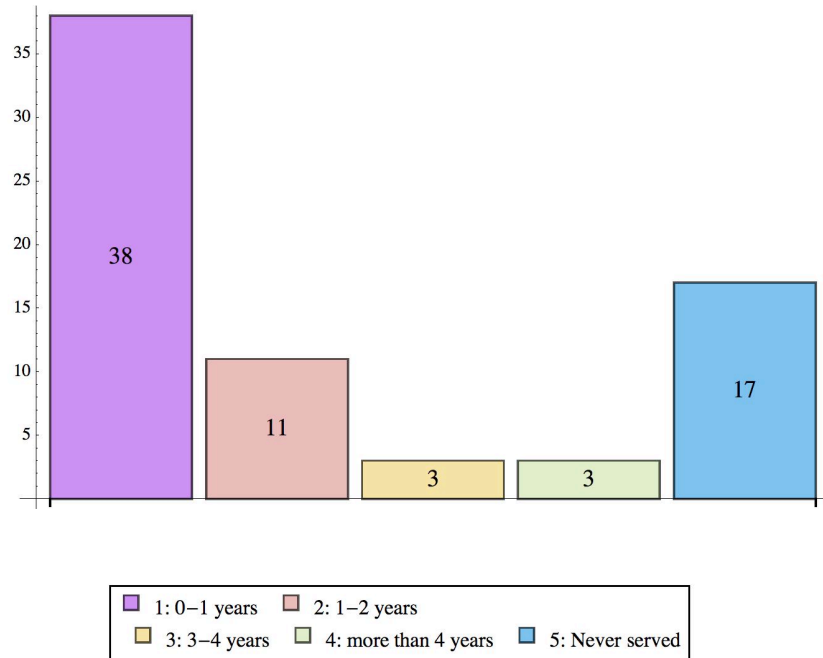
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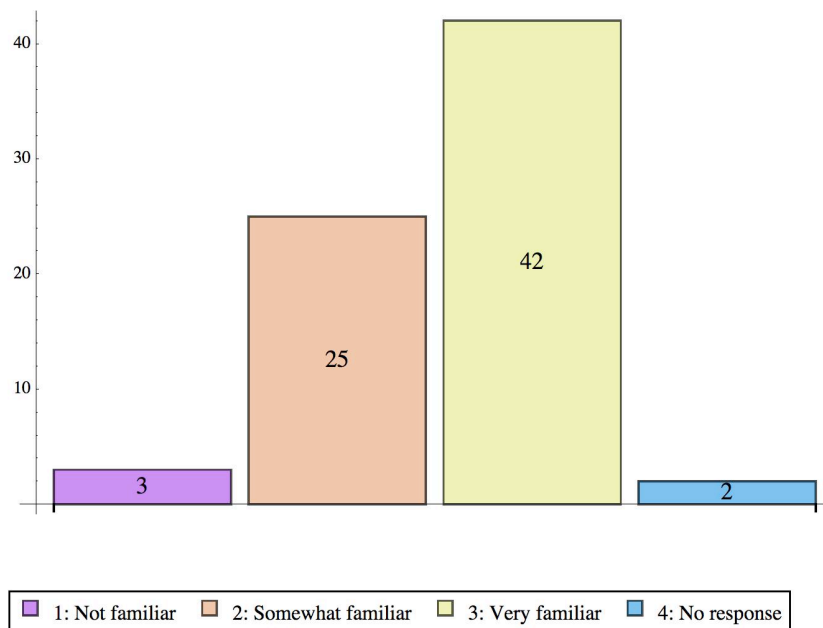
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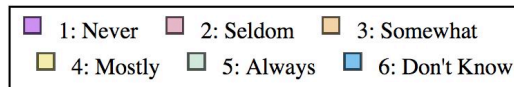
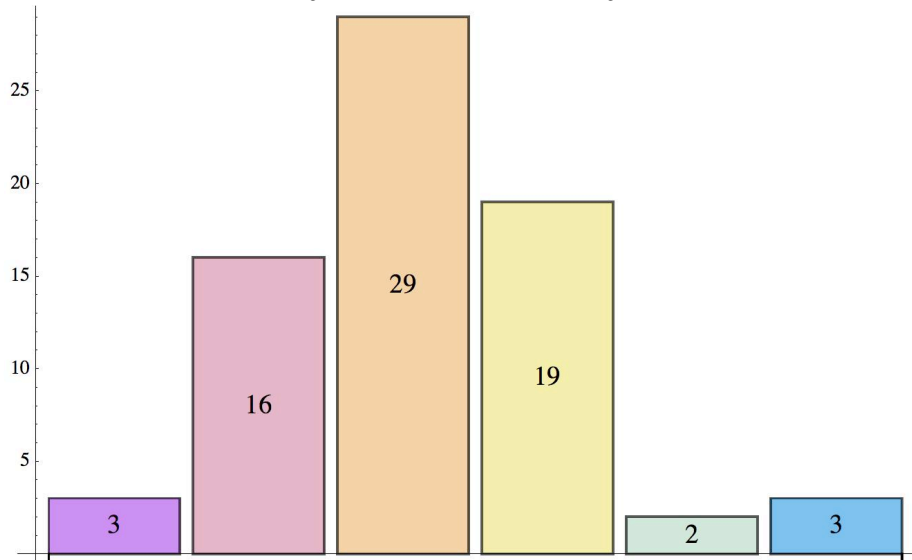
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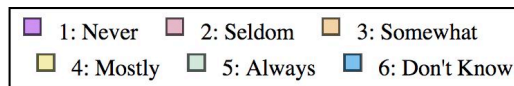
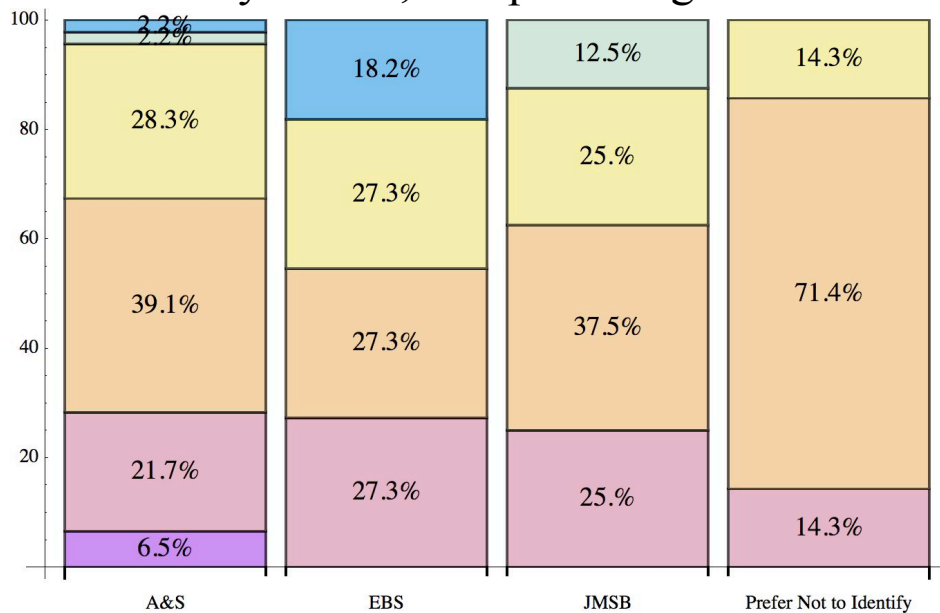
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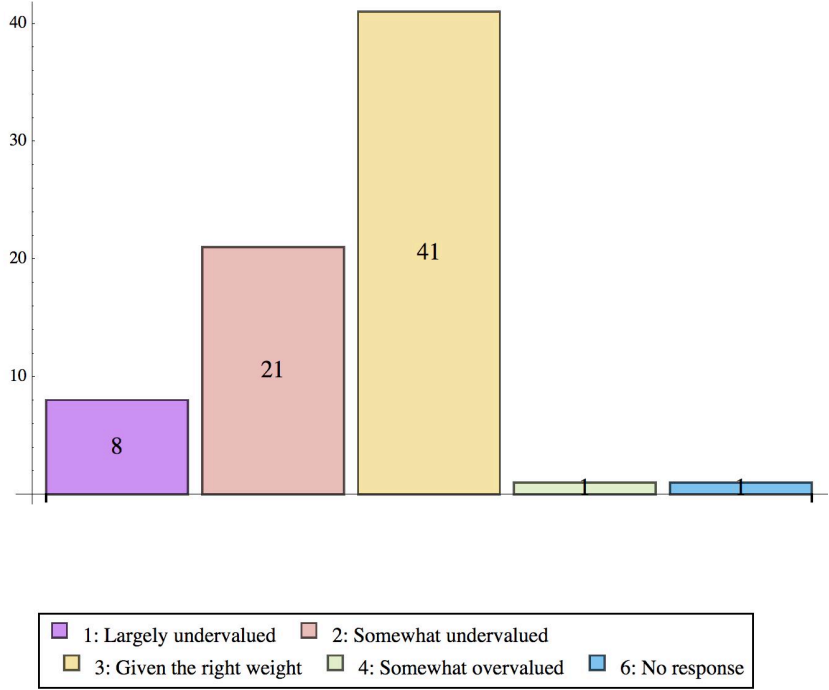
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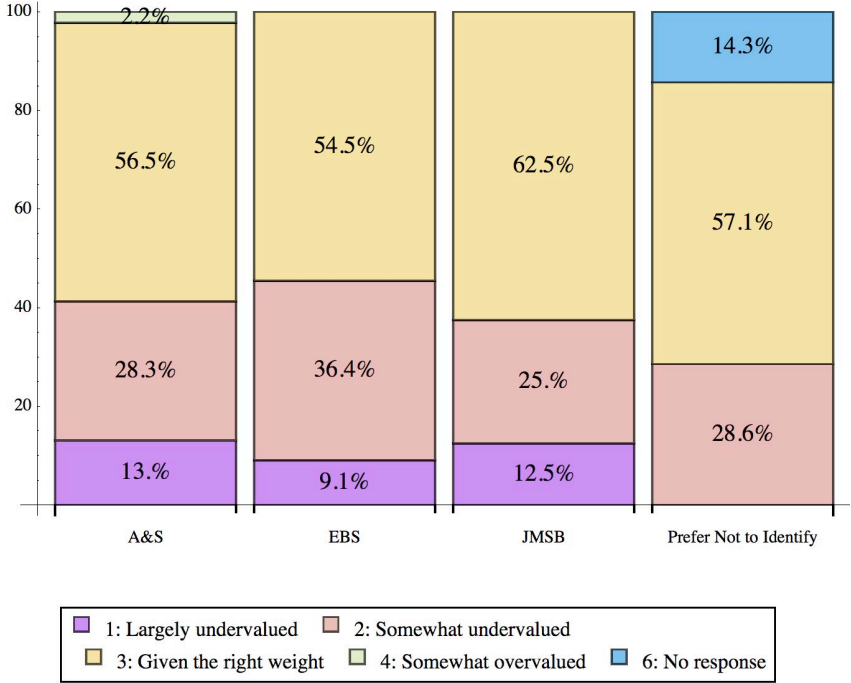
By school, as a percentage:



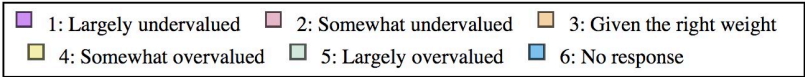
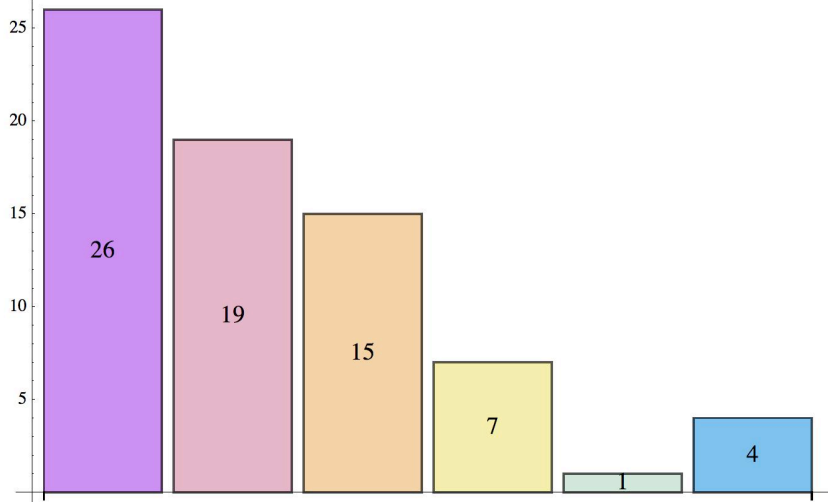
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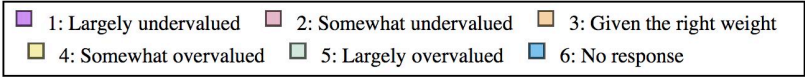
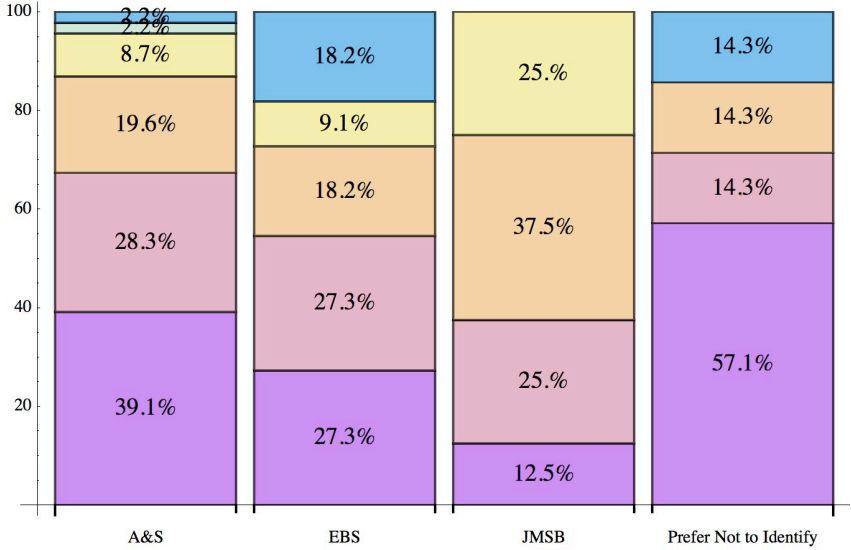
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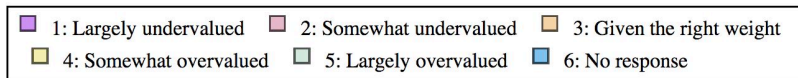
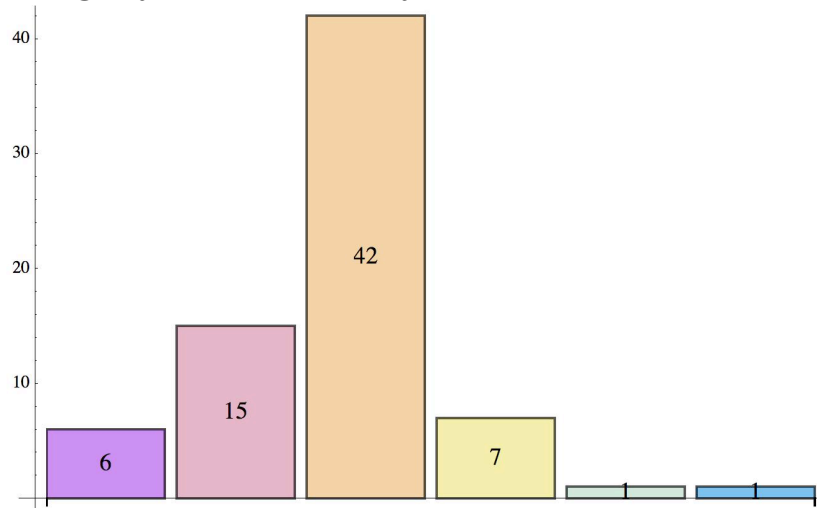
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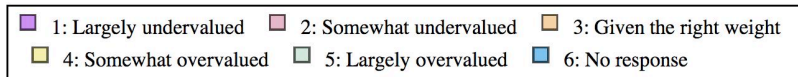
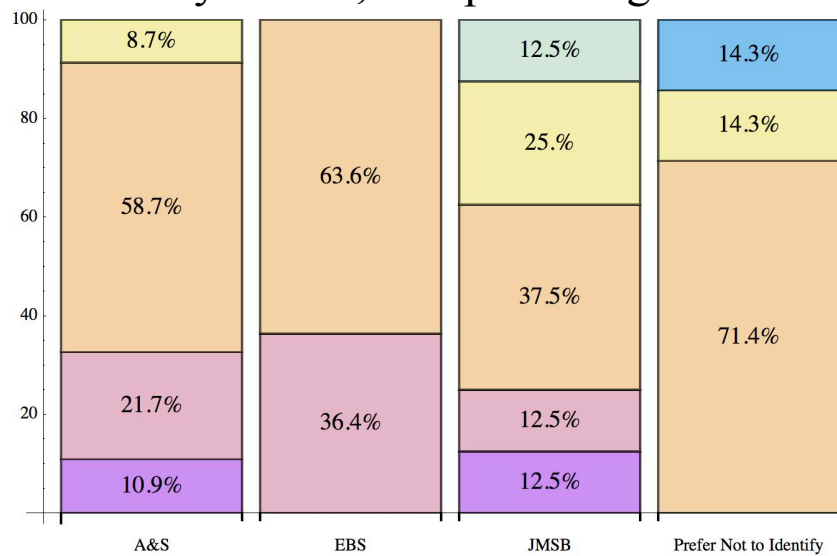
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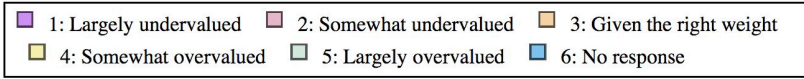
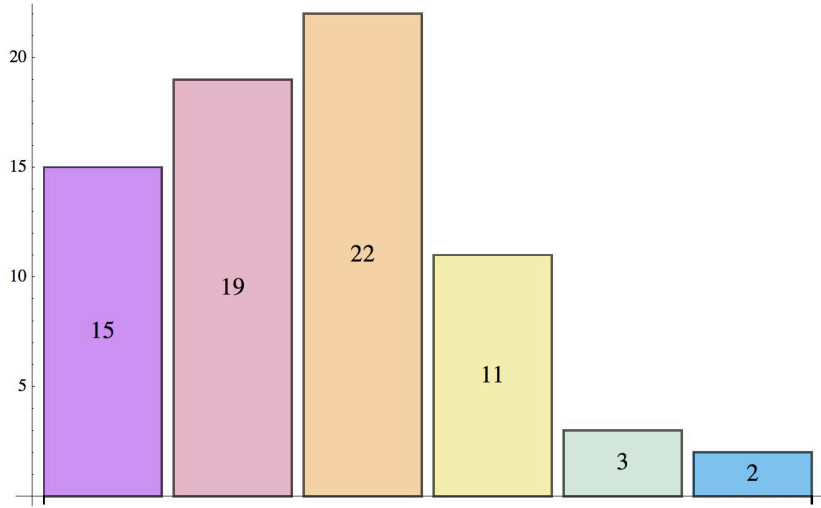
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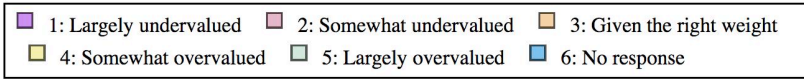
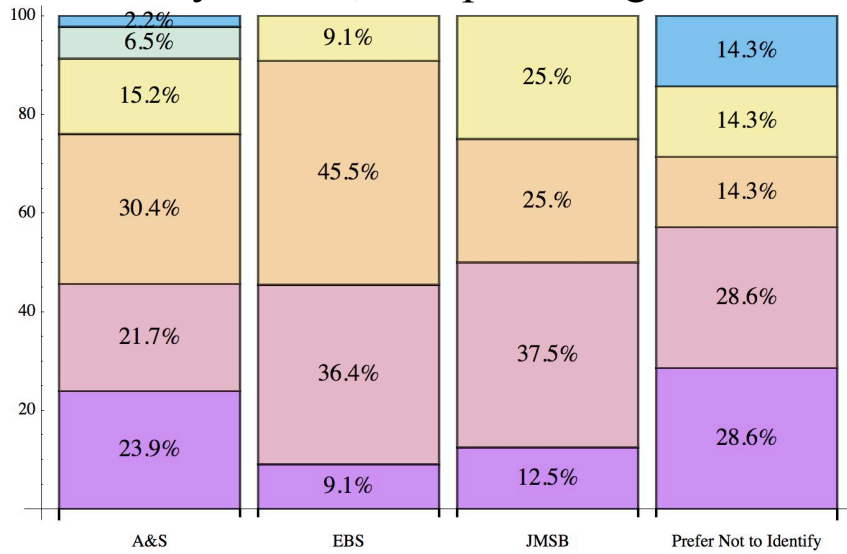
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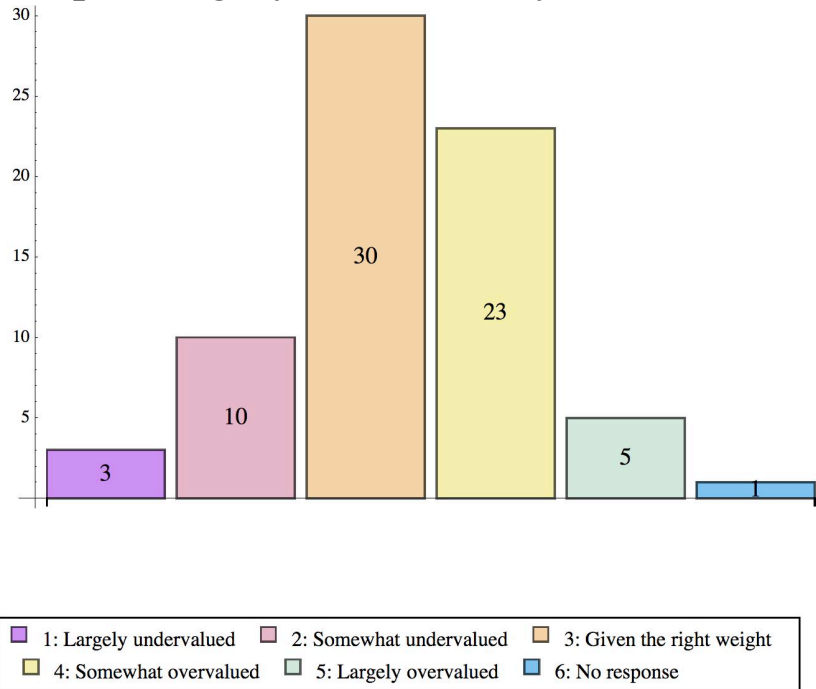
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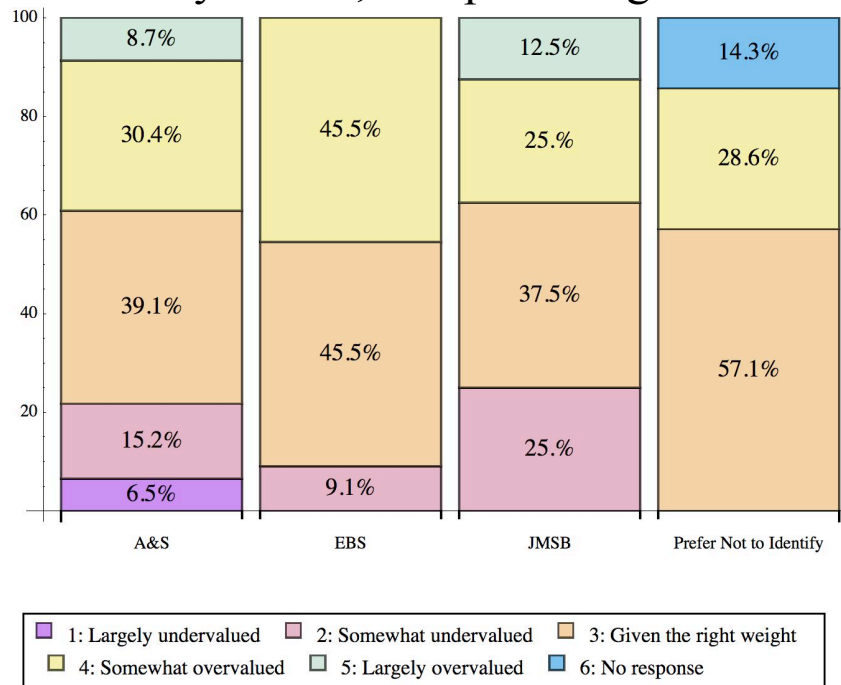
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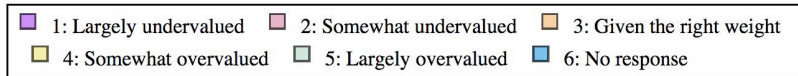
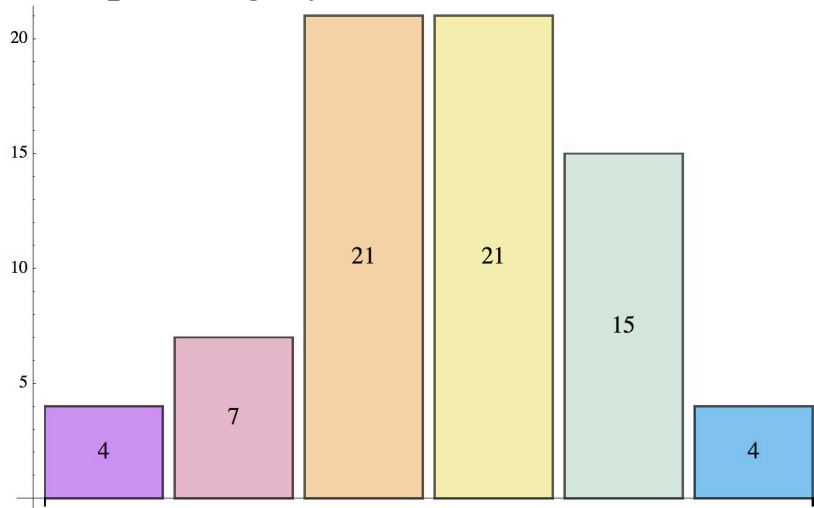
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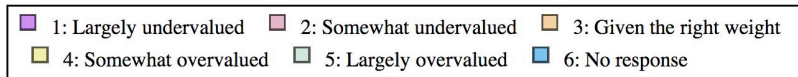
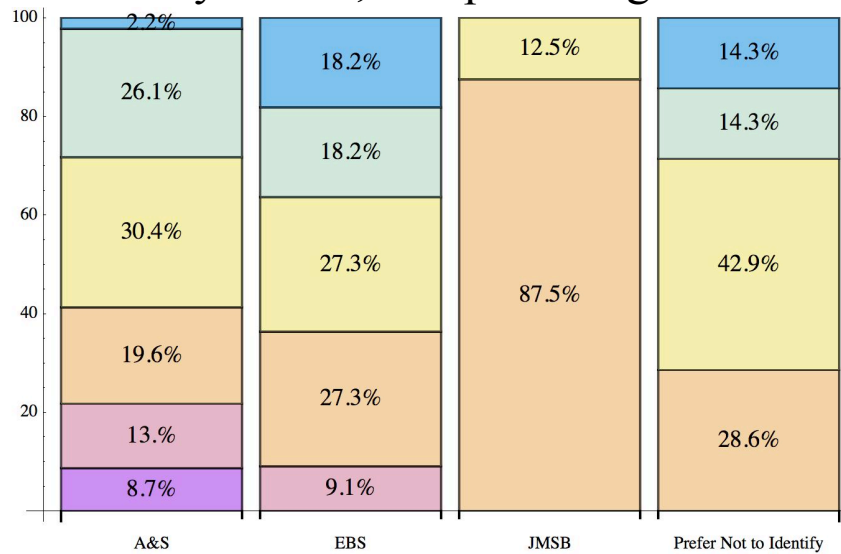
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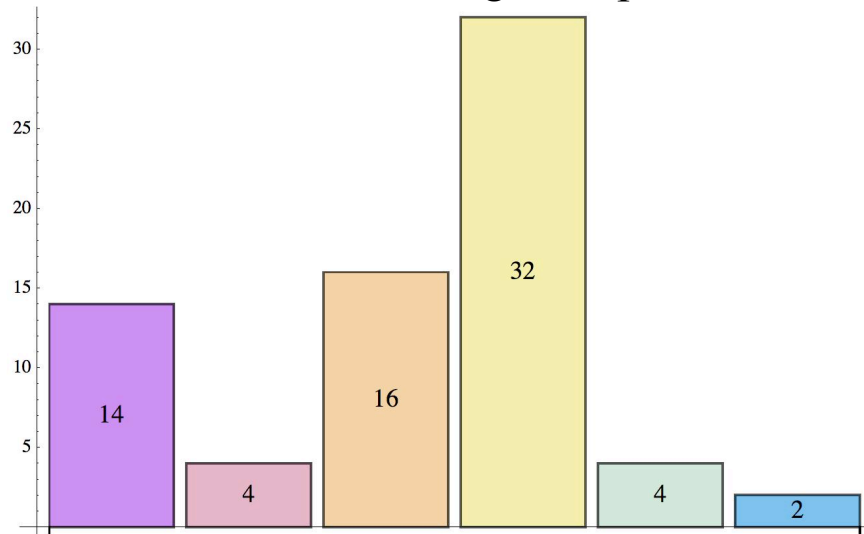
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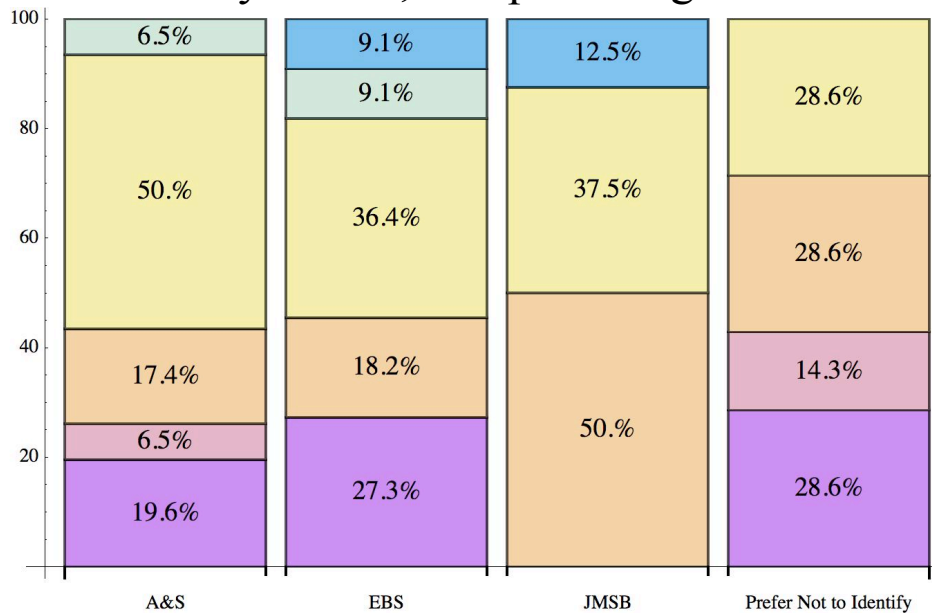
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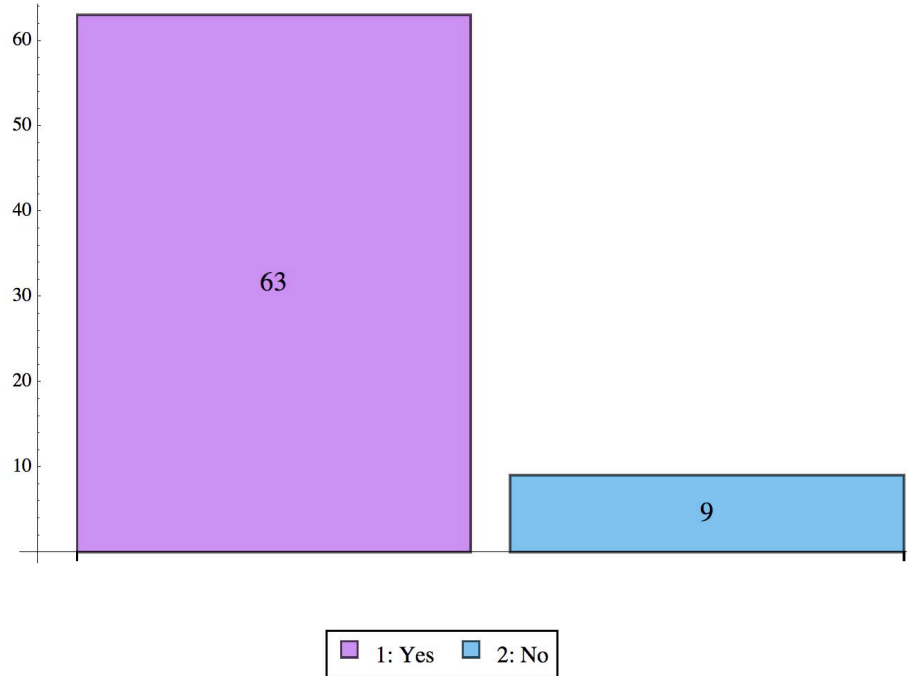
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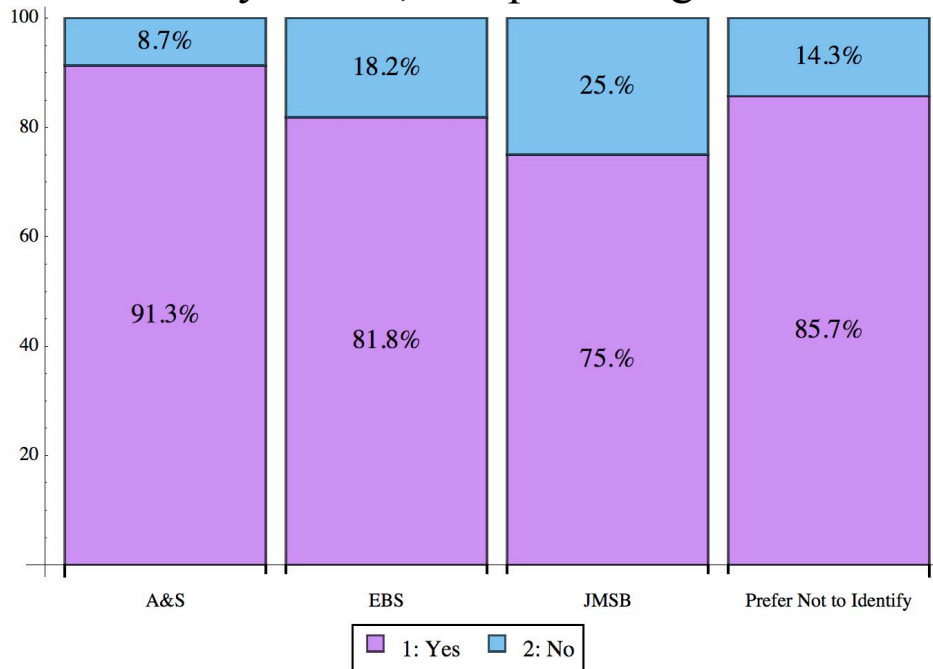
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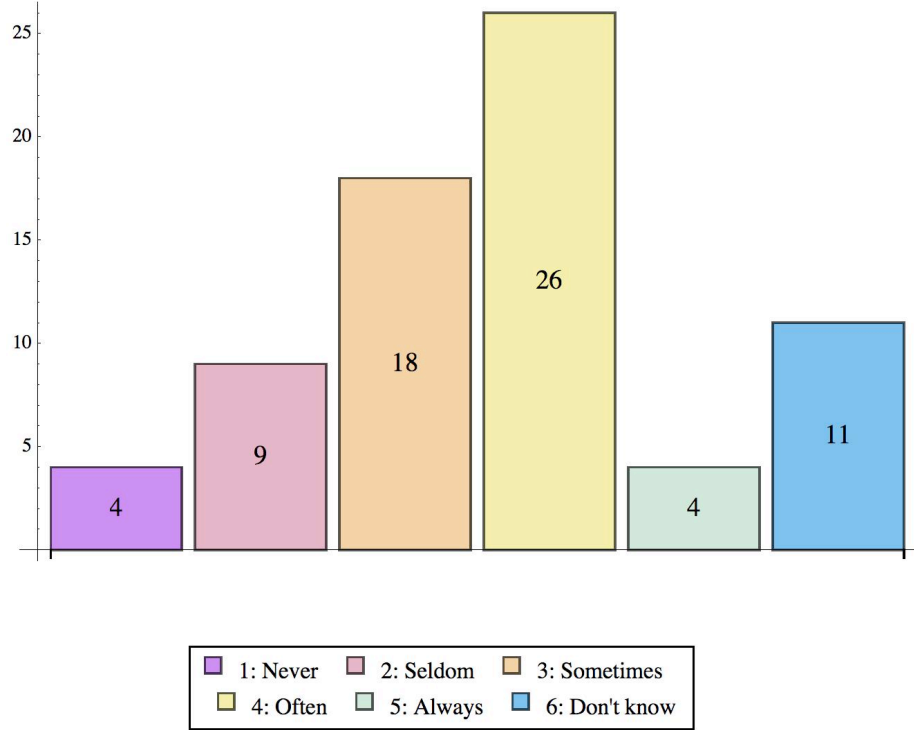
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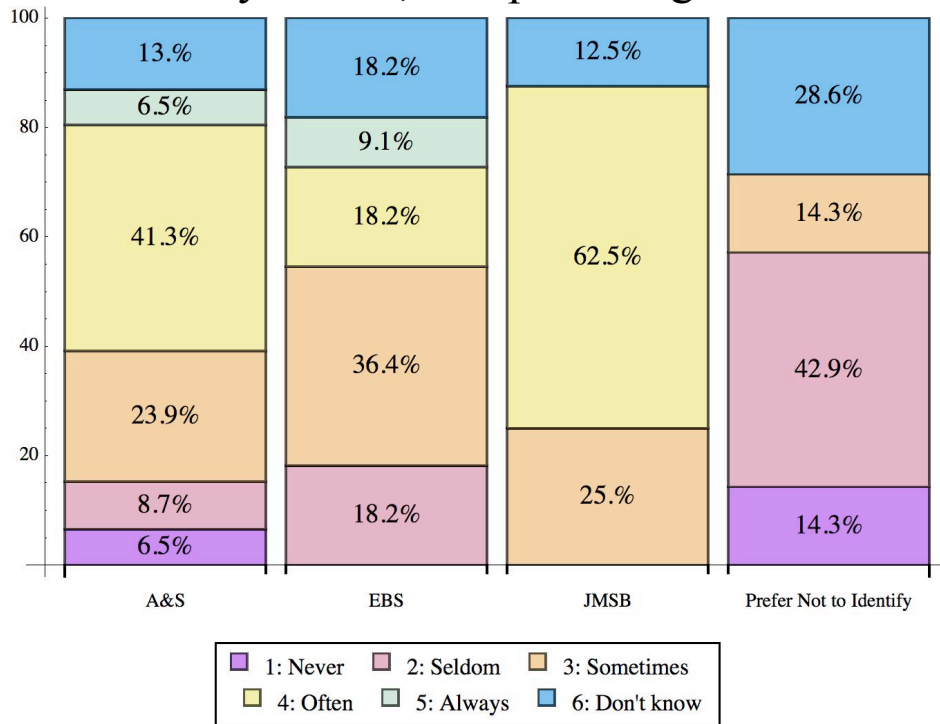
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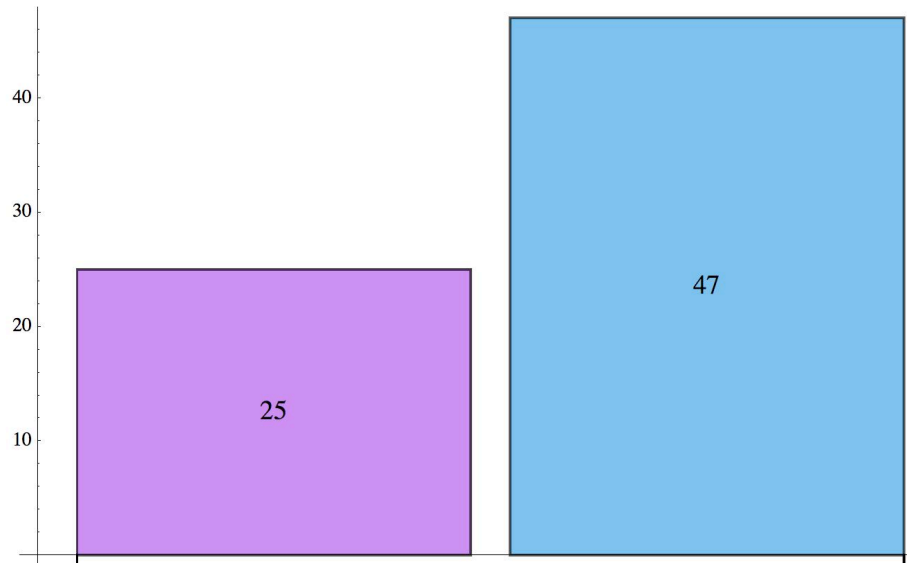
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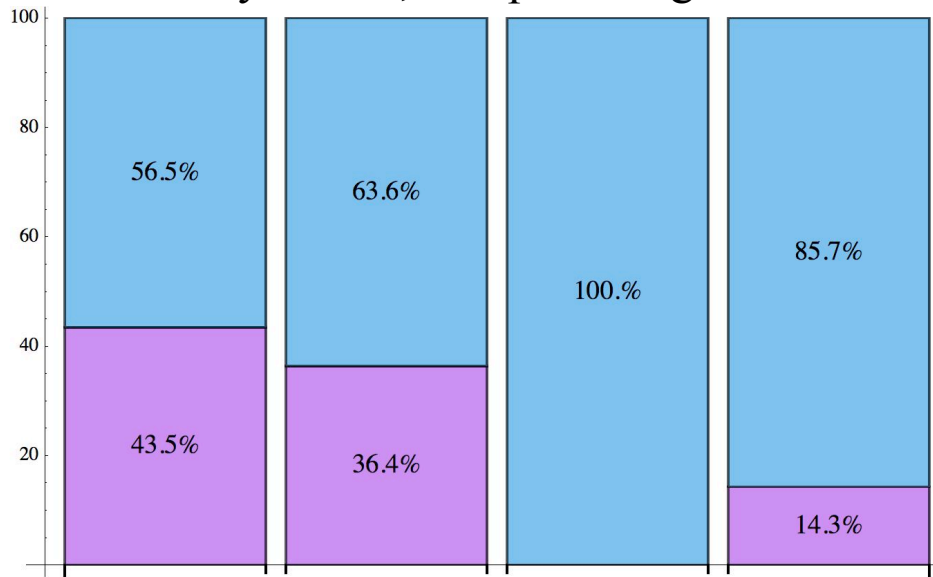


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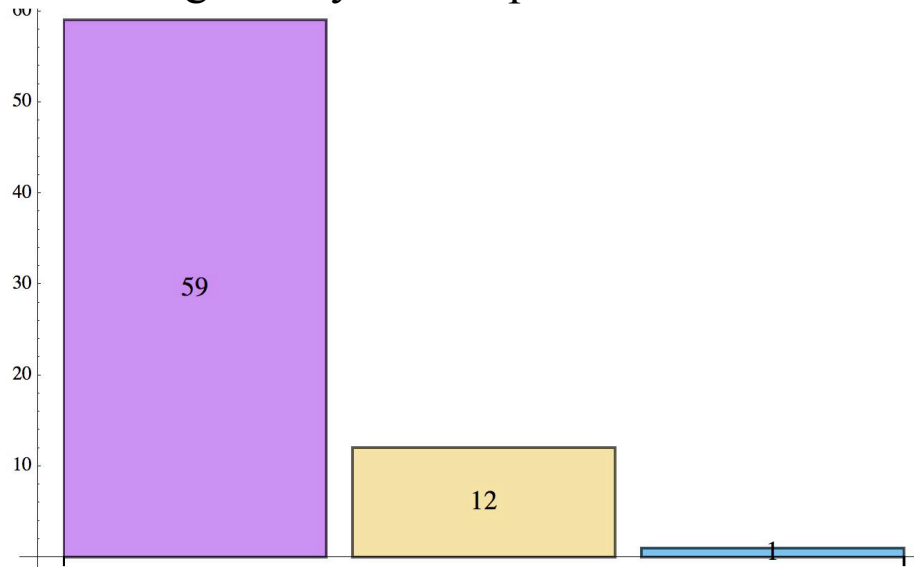
1: Yes 2: No

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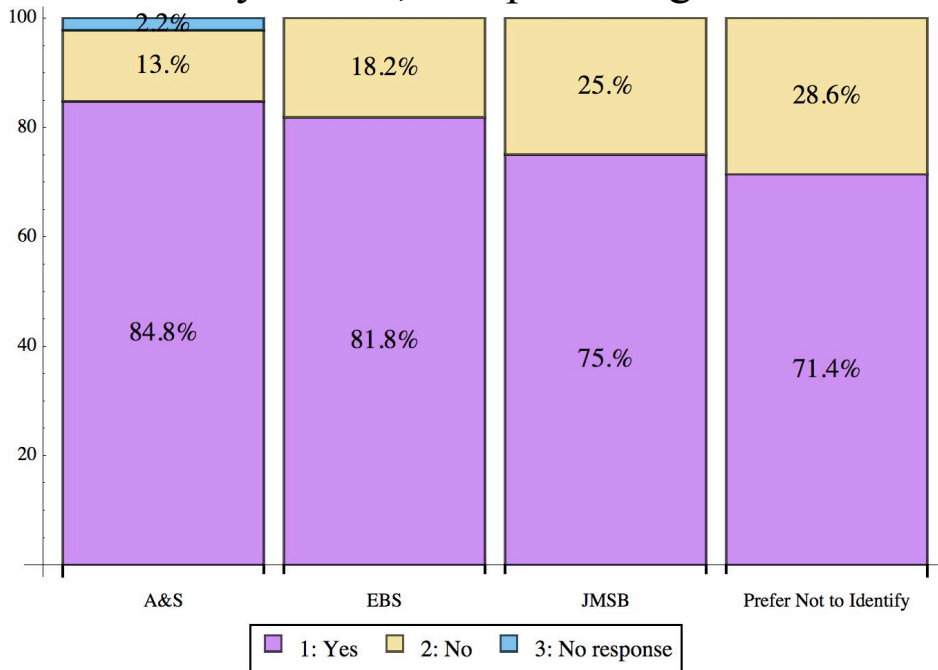
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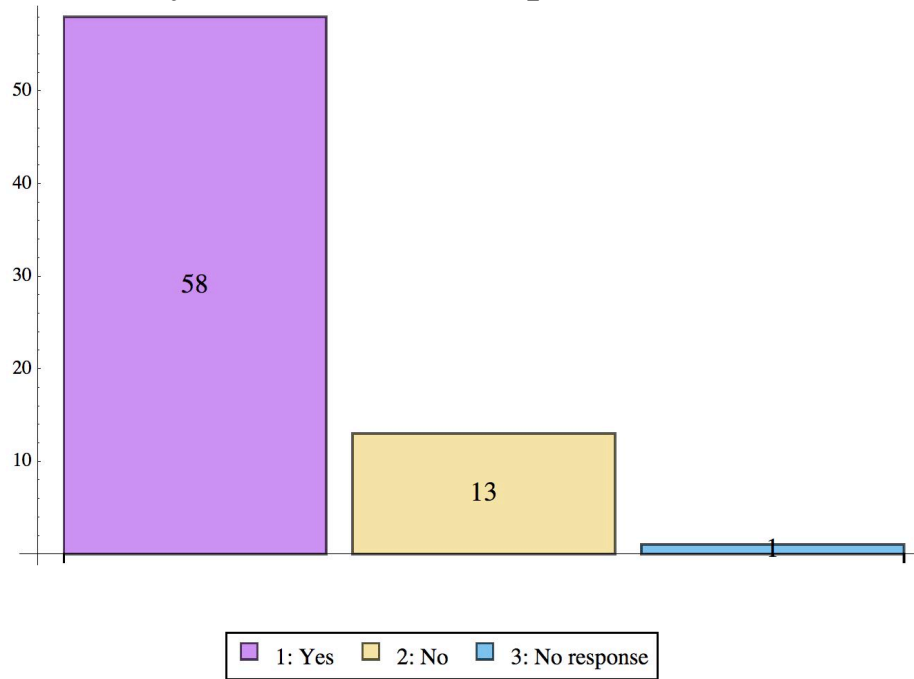
1: Yes 2: No 3: No response

By school, as a percentage:

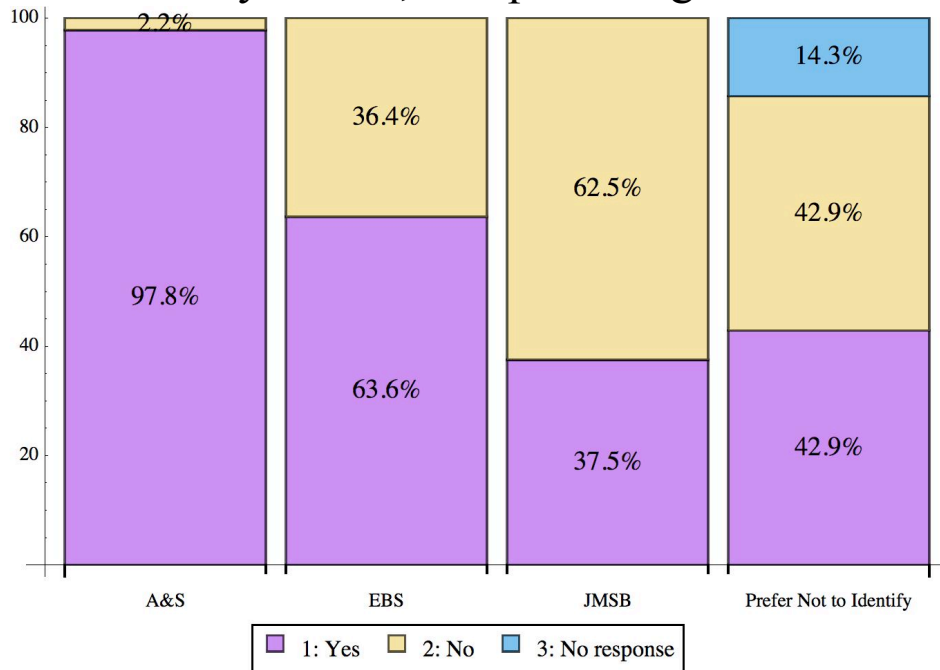


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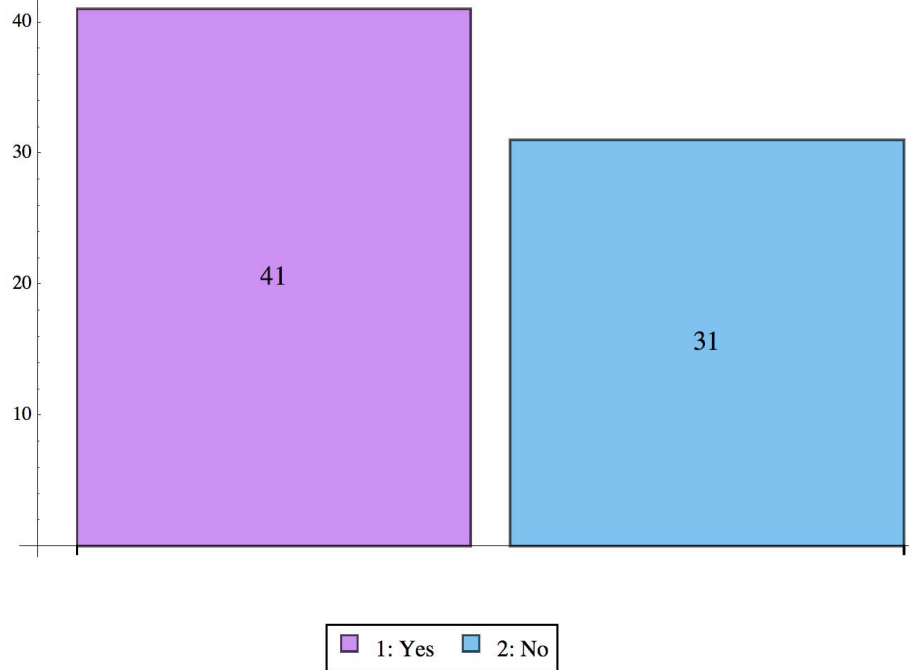
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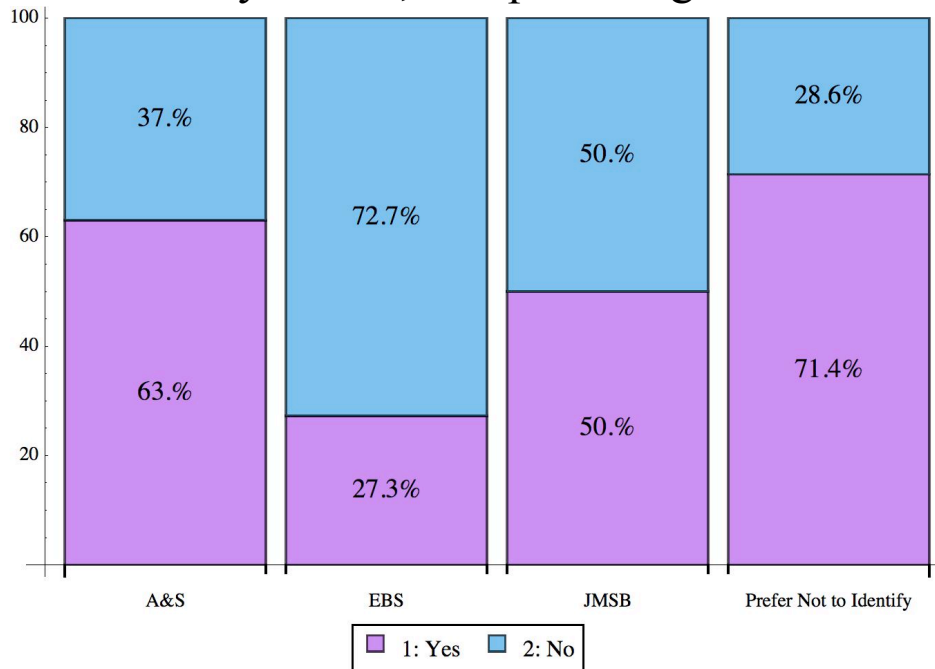
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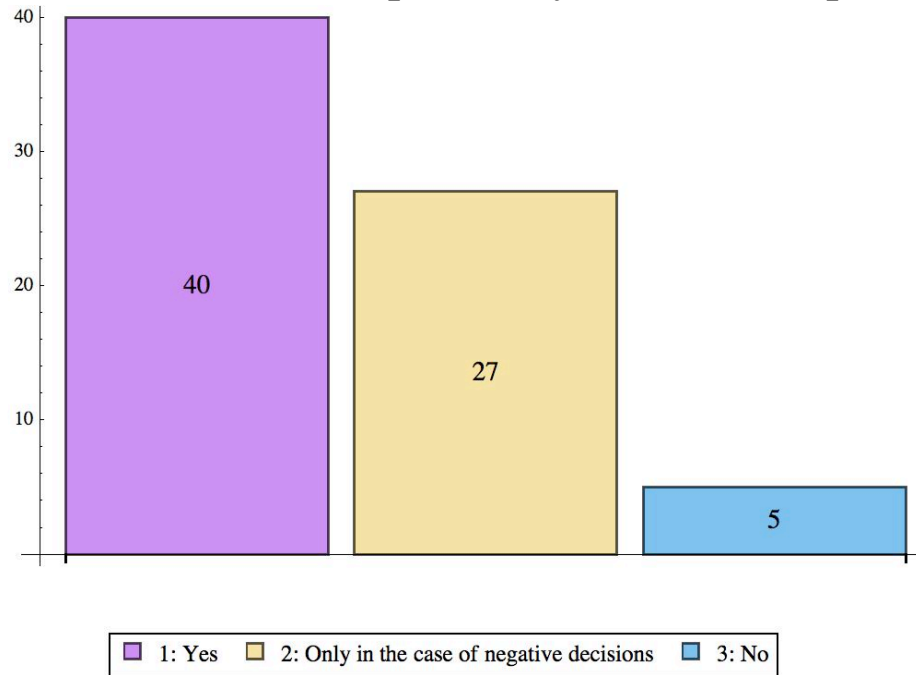
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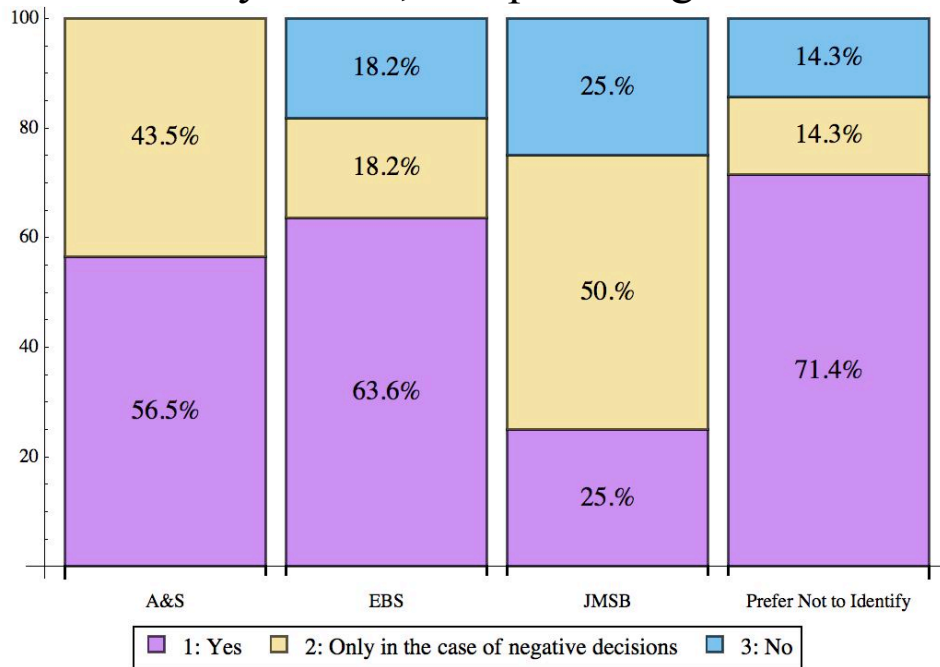
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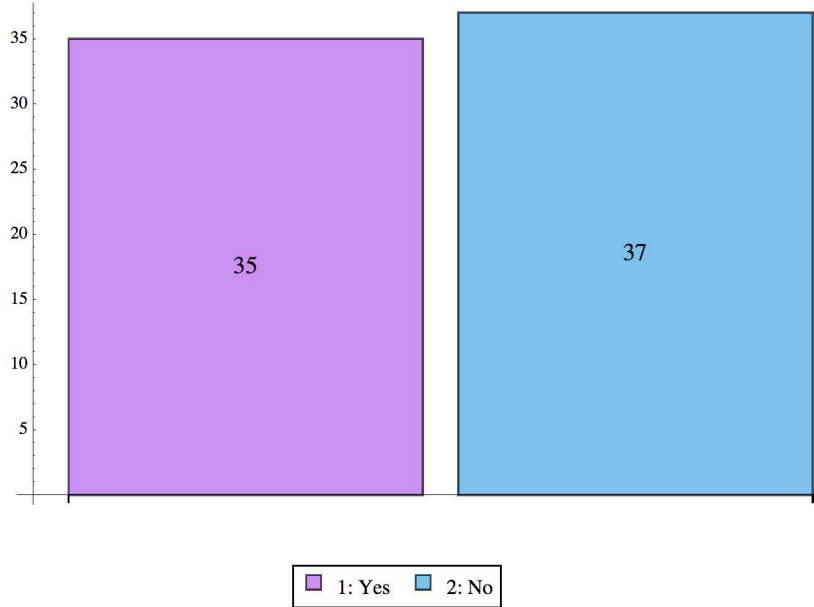


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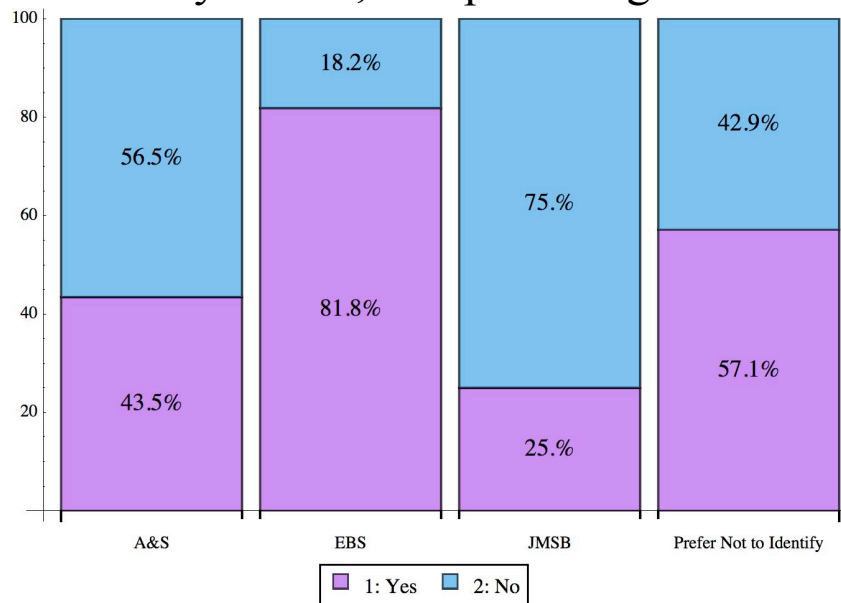


Question 22*: Should the T/P application timeline be shortened?

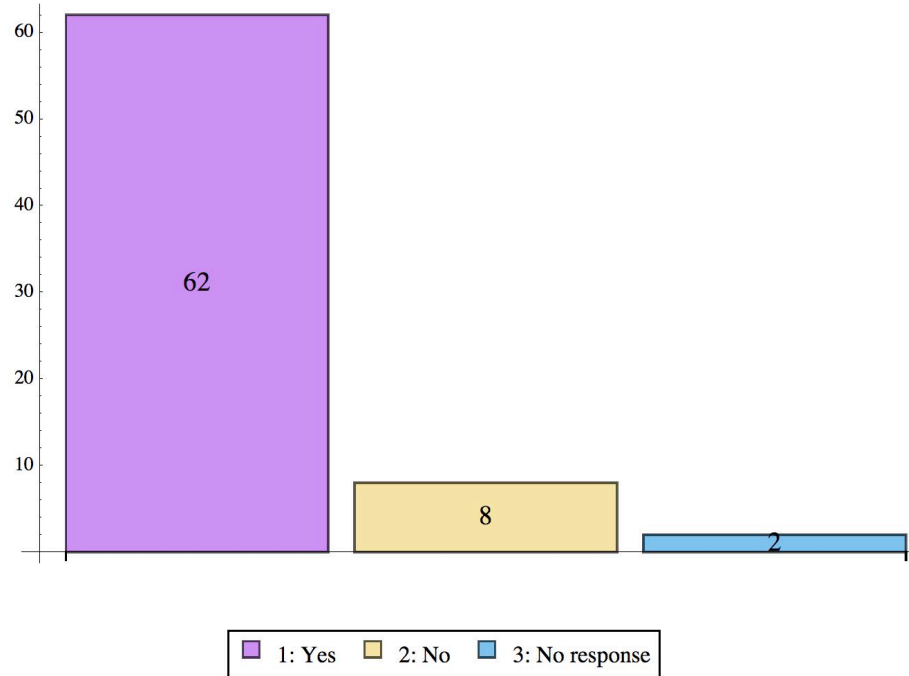
Note: The intent of this question was to determine if the application process (that is, time from application submission to Presidential decision) should be shortened. Some people may have taken this question to mean that the “5 year” requirement should be shortened.



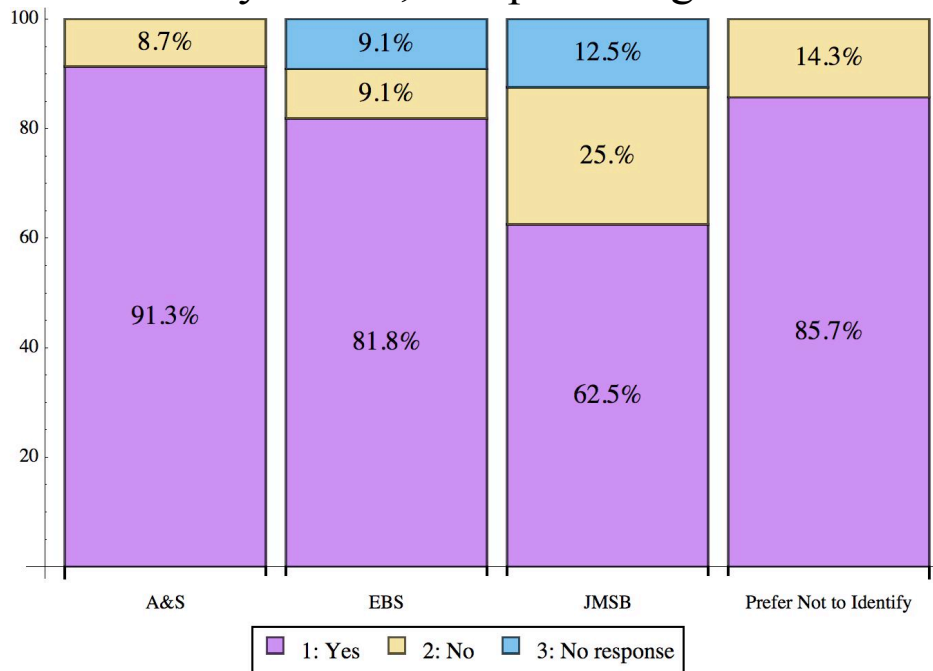
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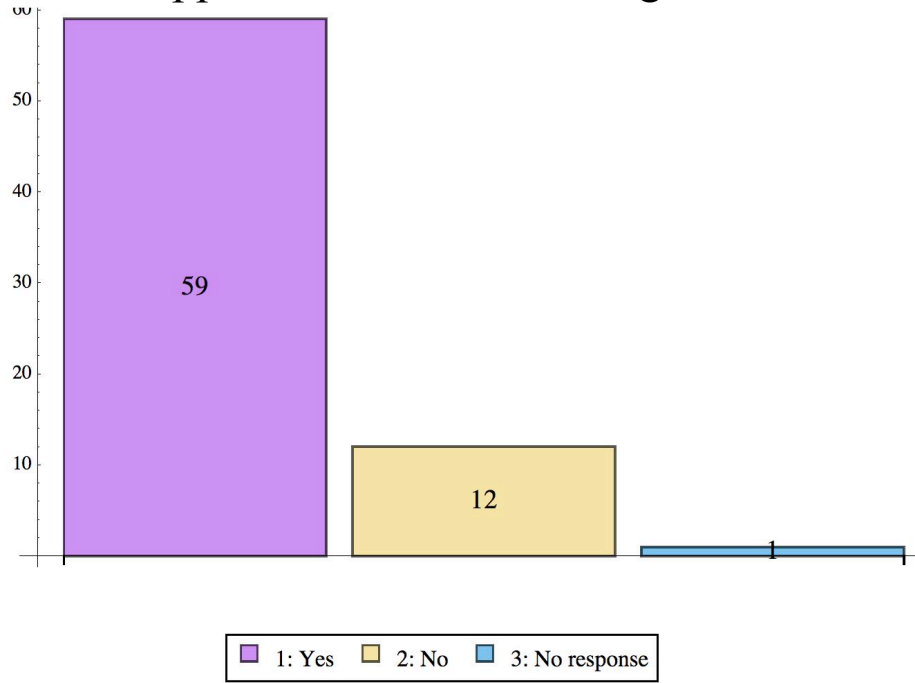
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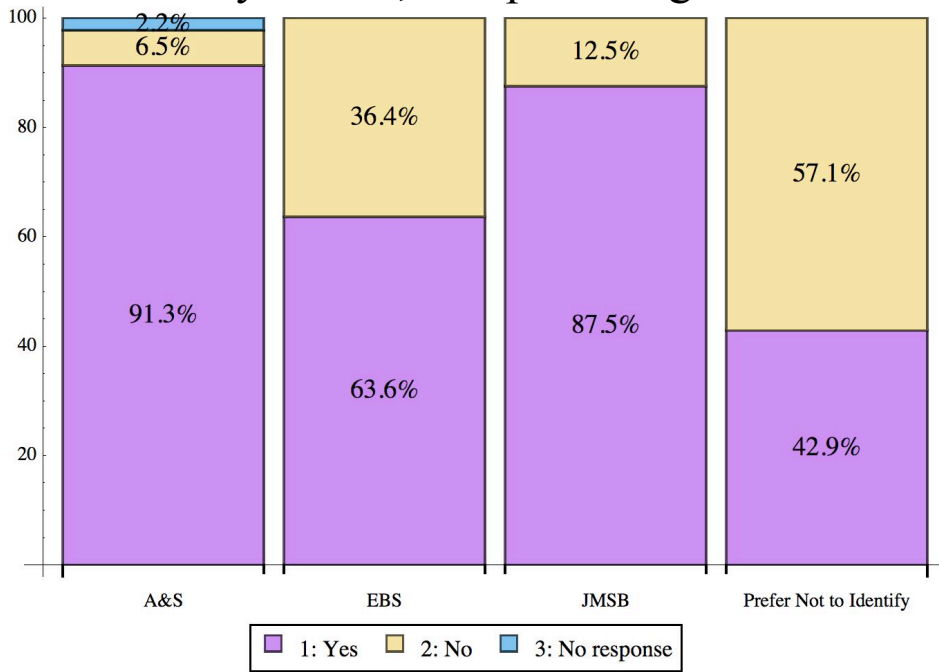
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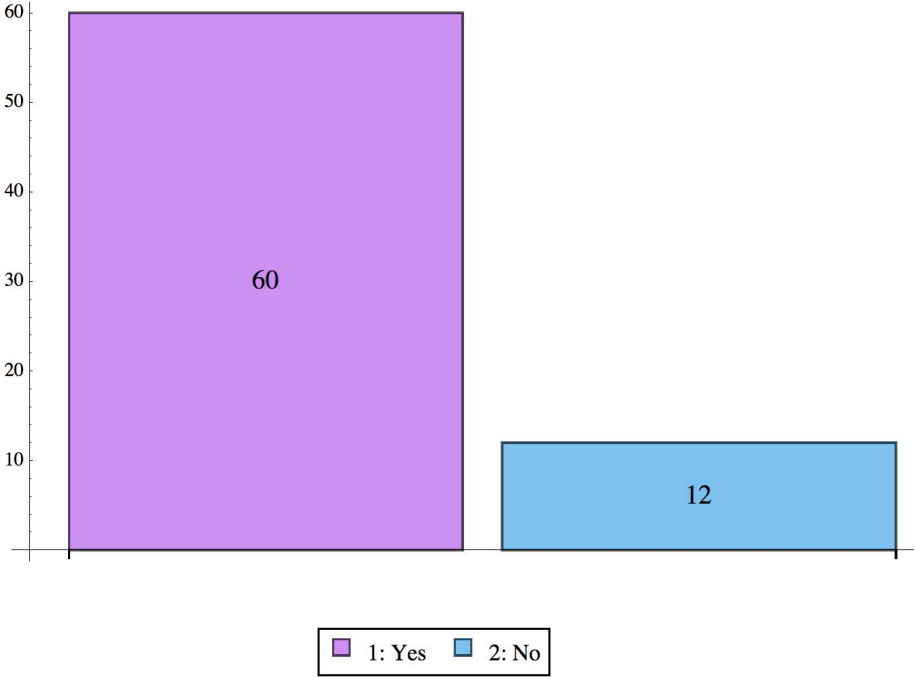
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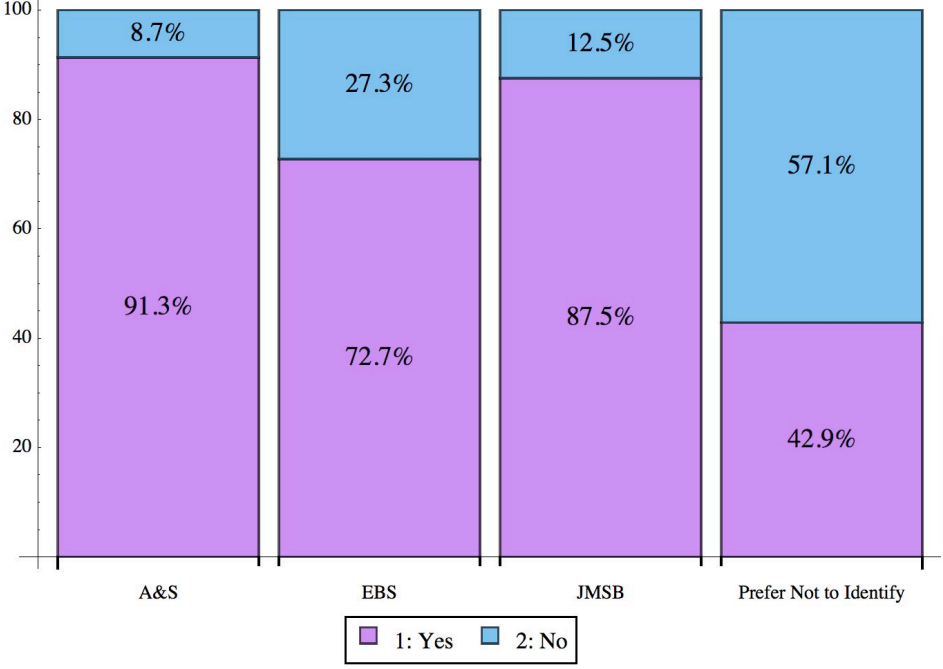
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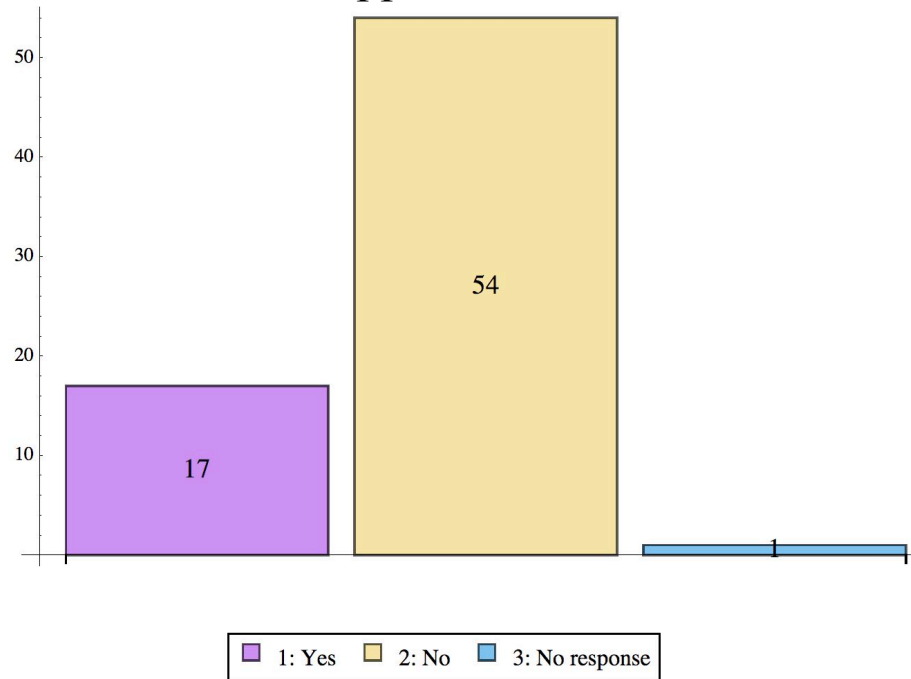
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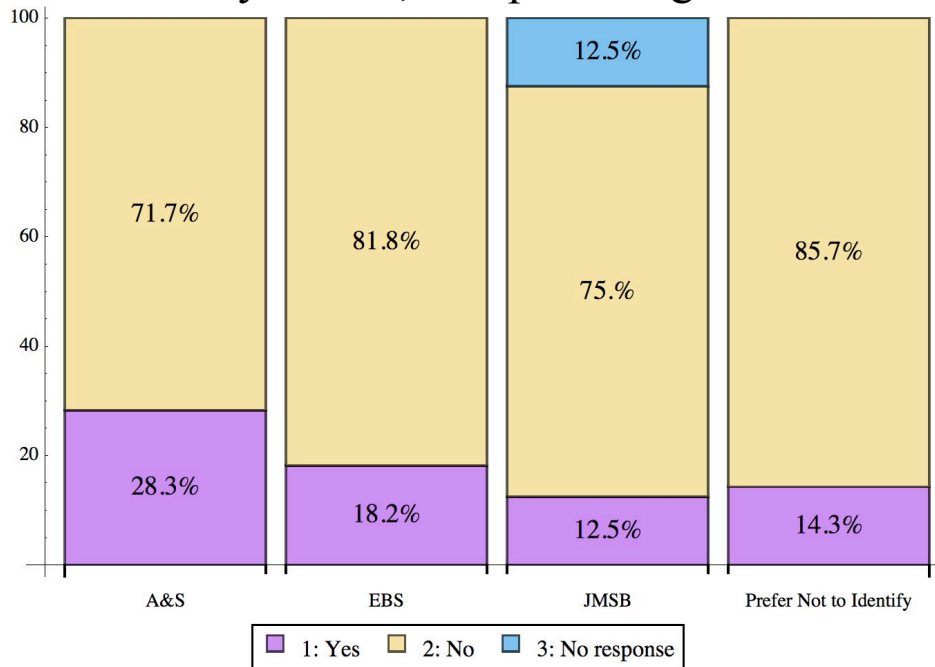
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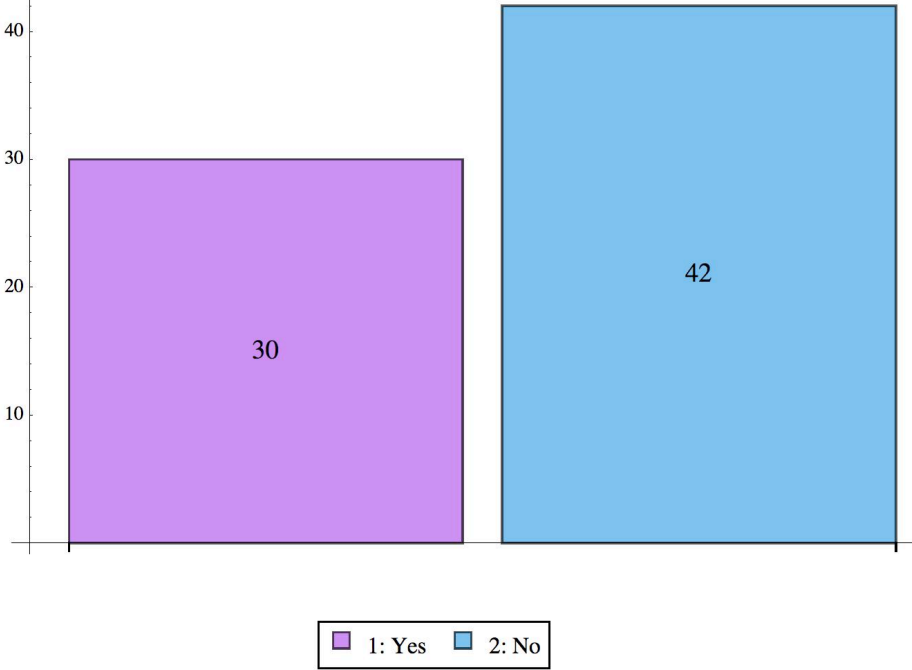
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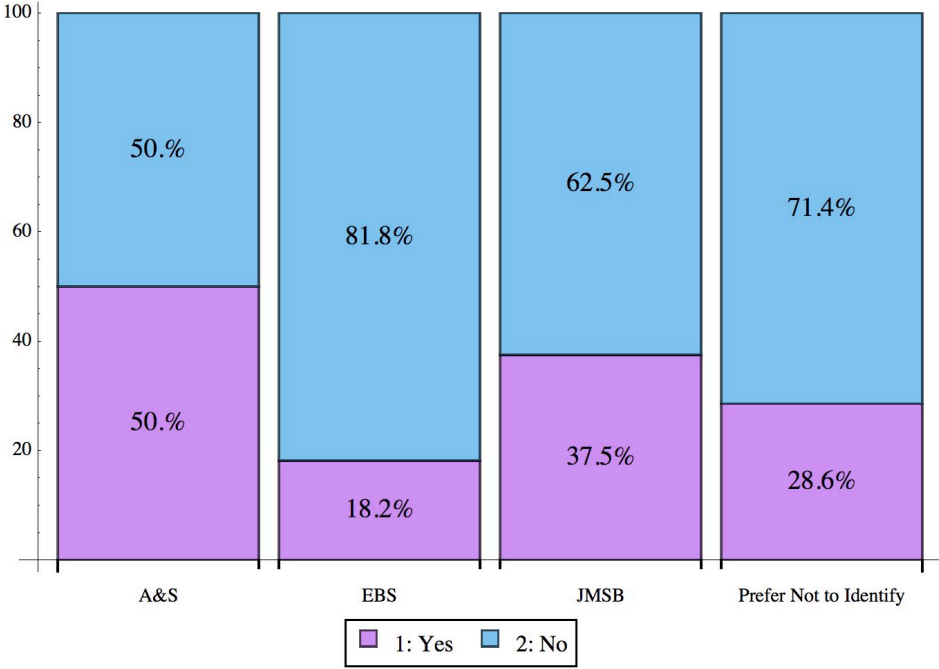
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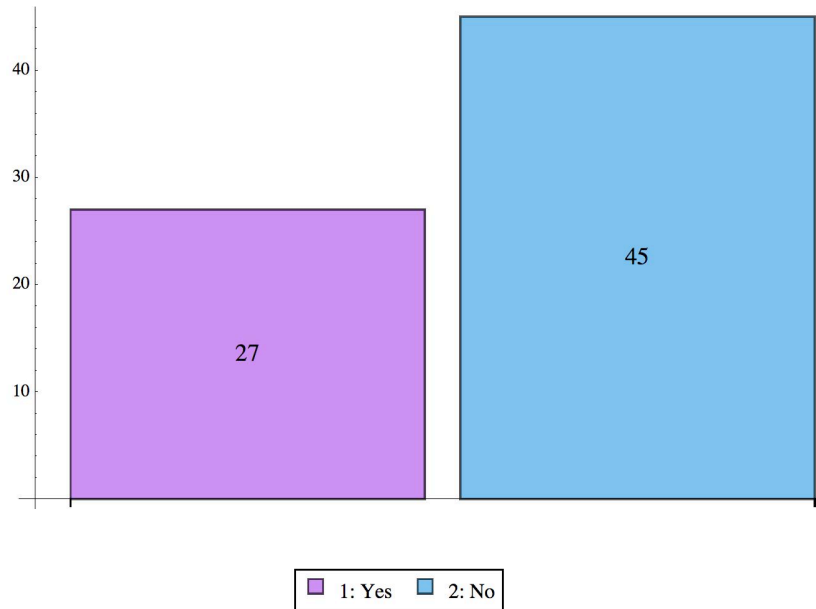
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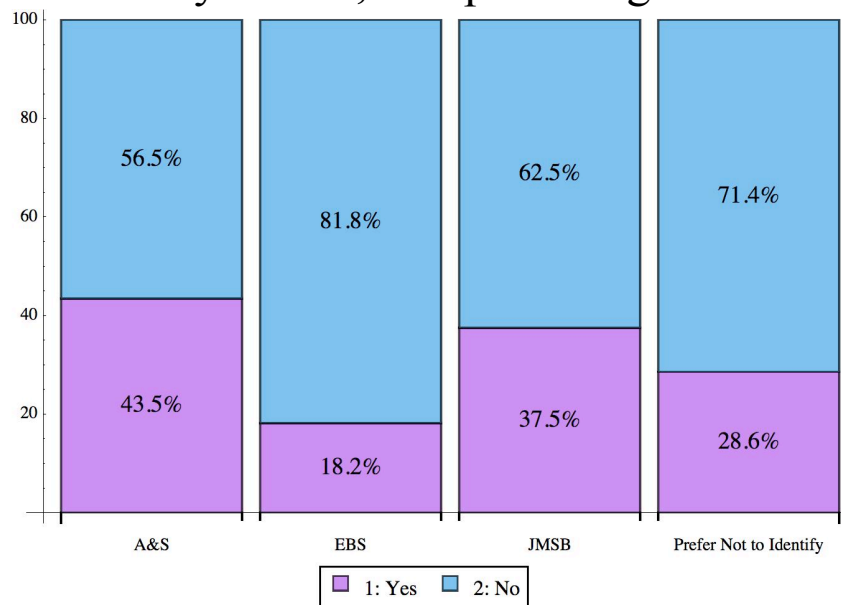
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Question 28: Are you of the opinion that the performance criteria for tenure and promotion are sufficiently clear for faculty review committees to make informed and sound decisions?

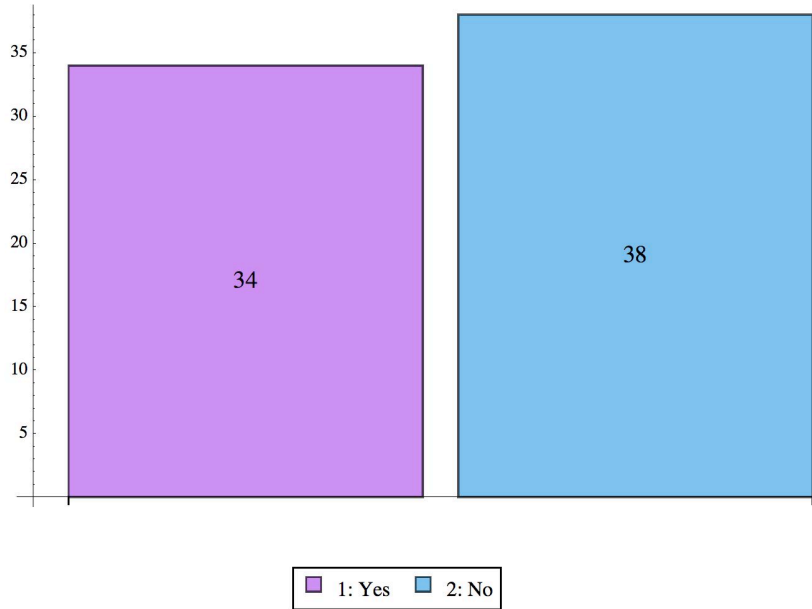


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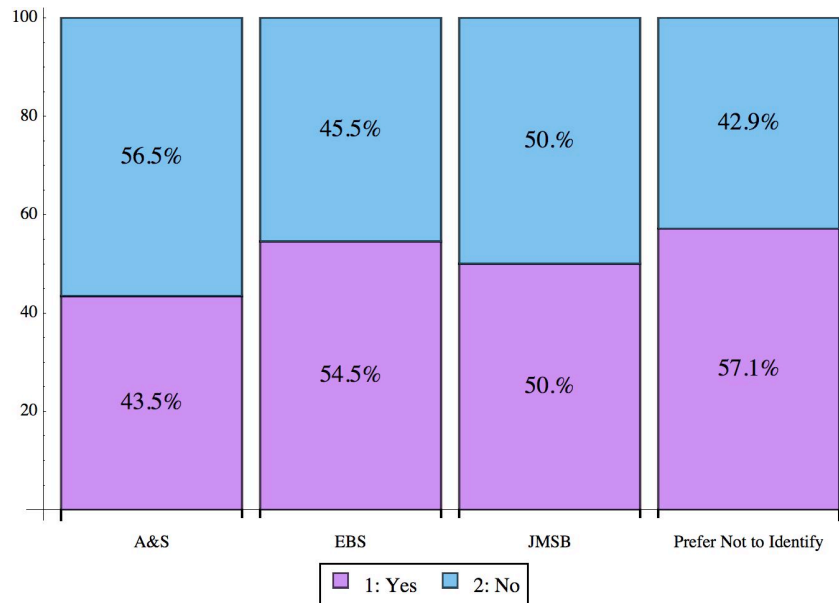


Question 29*: Have you applied for tenure and/or promotion in the last four years?

Note: It was the intent of this question to be about applications at Southeastern. Some people may have responded to this question based on their applications at other schools within the last four years.

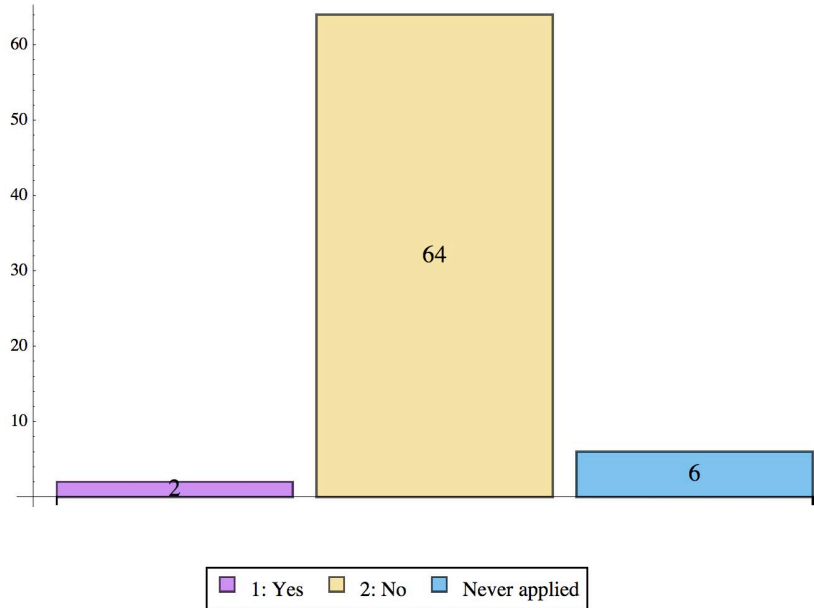


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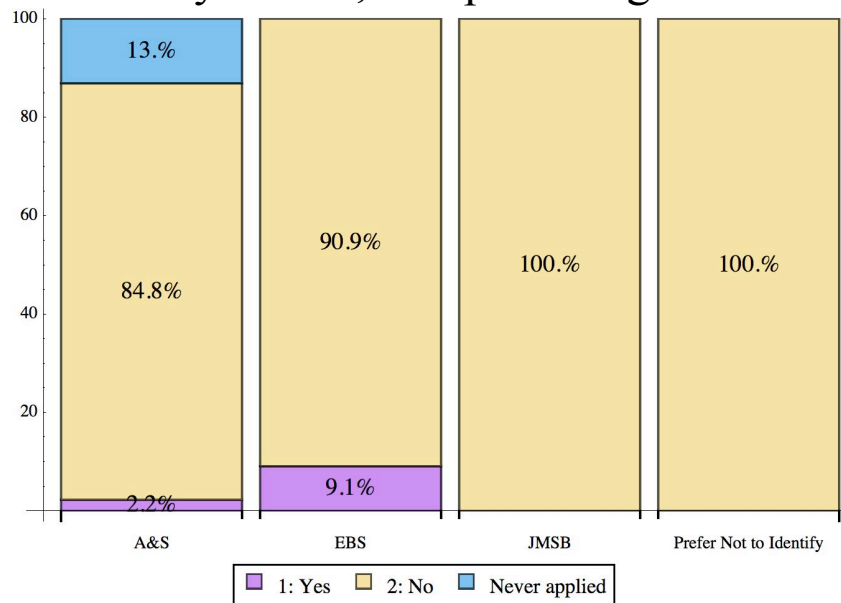


Question 30*: Have you applied more than once for tenure?

Note: It was the intent of this question to be about tenure applications at Southeastern. Some people may have responded to this question based on their applications for tenure at other schools as well as at Southeastern.

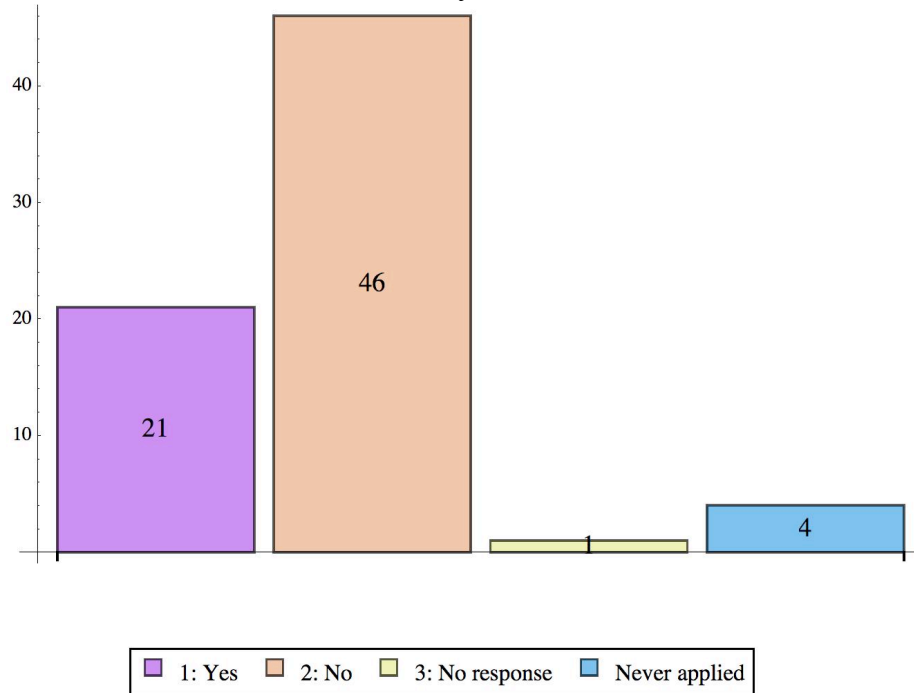


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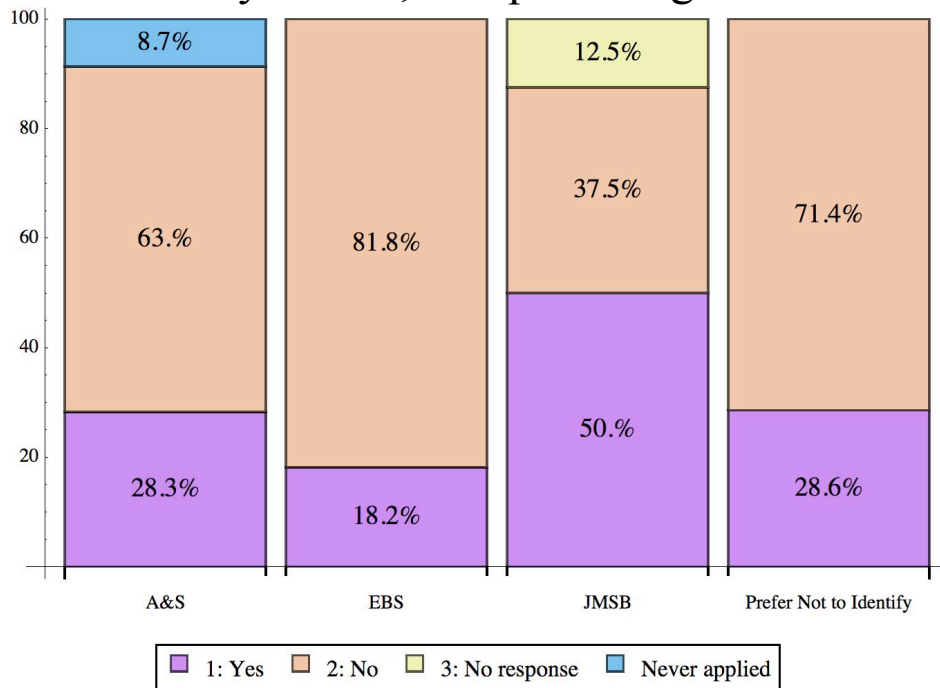


Question 31*: Have you applied more than once for promotion?

Note: It was the intent of this question to be about promotion applications at Southeastern that had been denied and for which there was a subsequent application. Some people may have responded to this question and included their applications for promotion at other schools, or for successful applications at different ranks over the years.

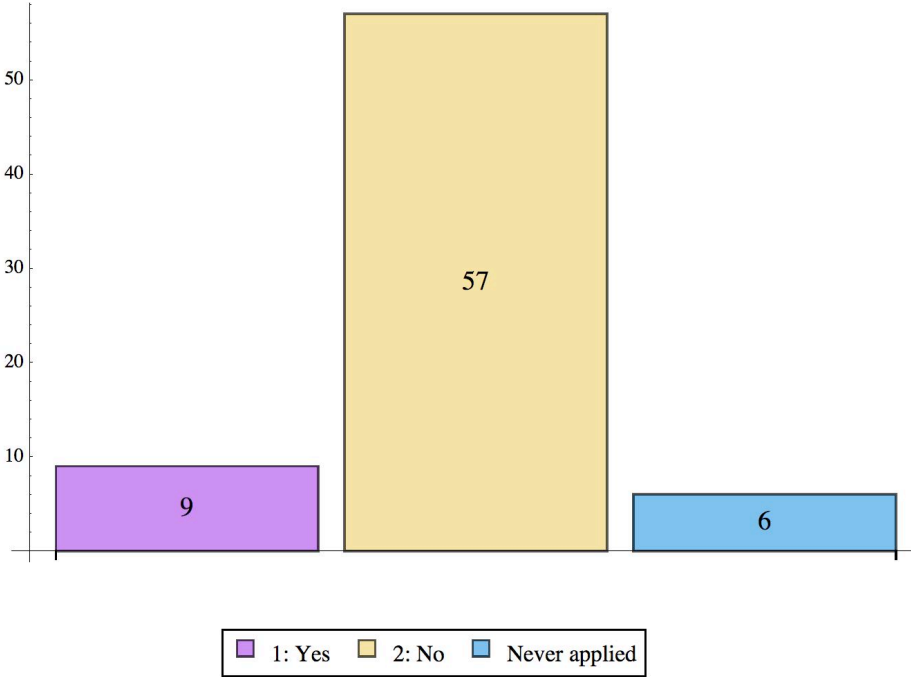


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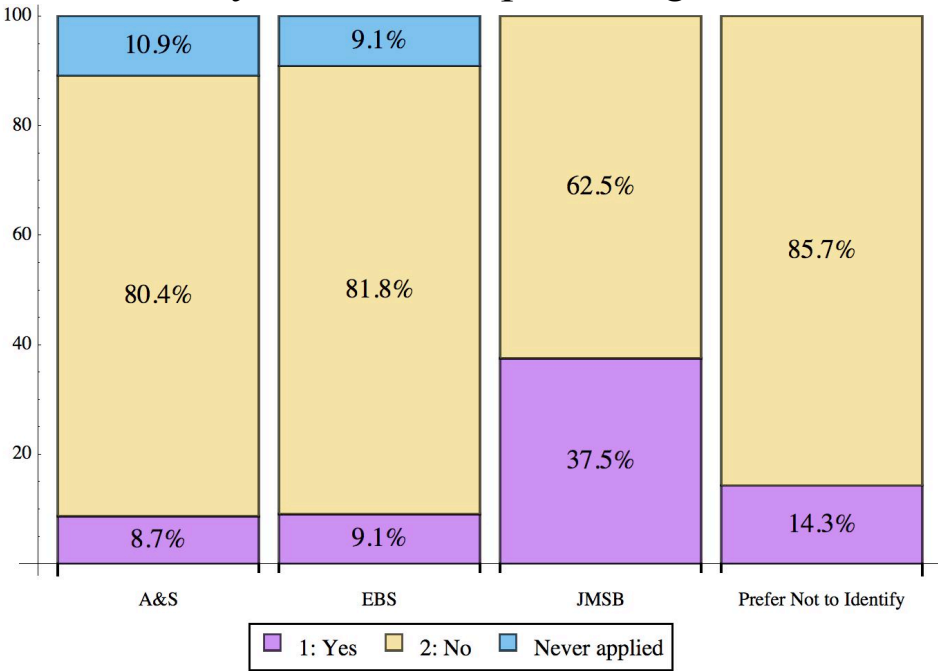


Question 32*: Has your application for tenure and/or promotion ever been denied?

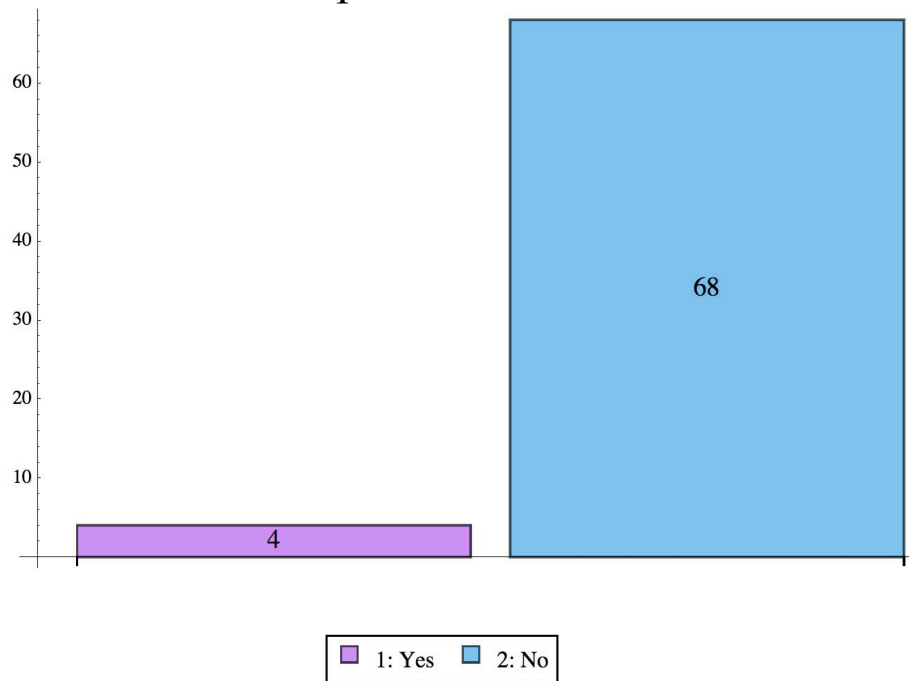
Note: It was the intent of this question to be about applications at Southeastern. Some people may have responded to this question based on their applications at other schools as well as at Southeastern.



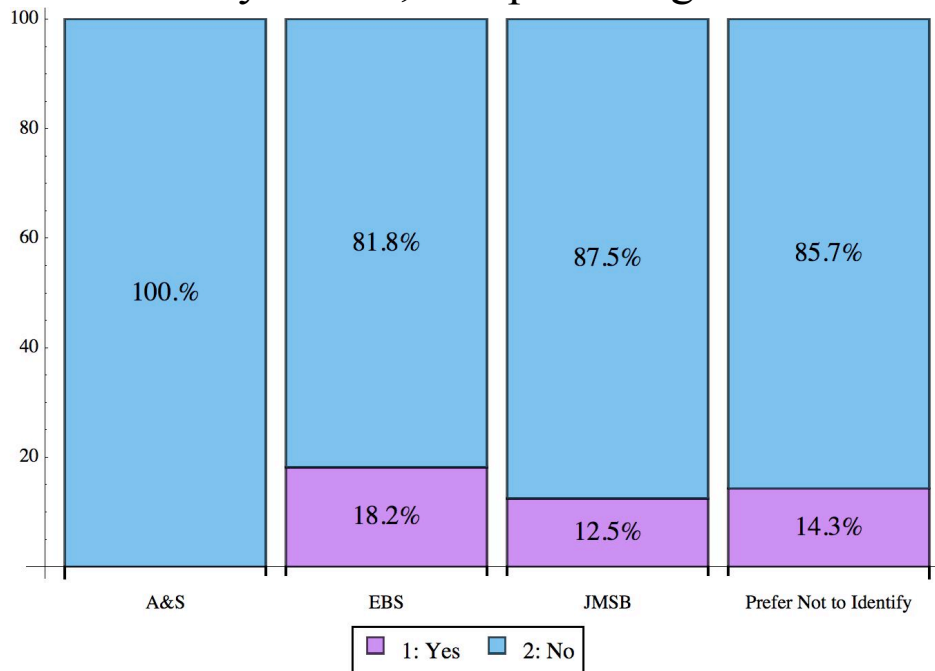
By school, as a percentage:



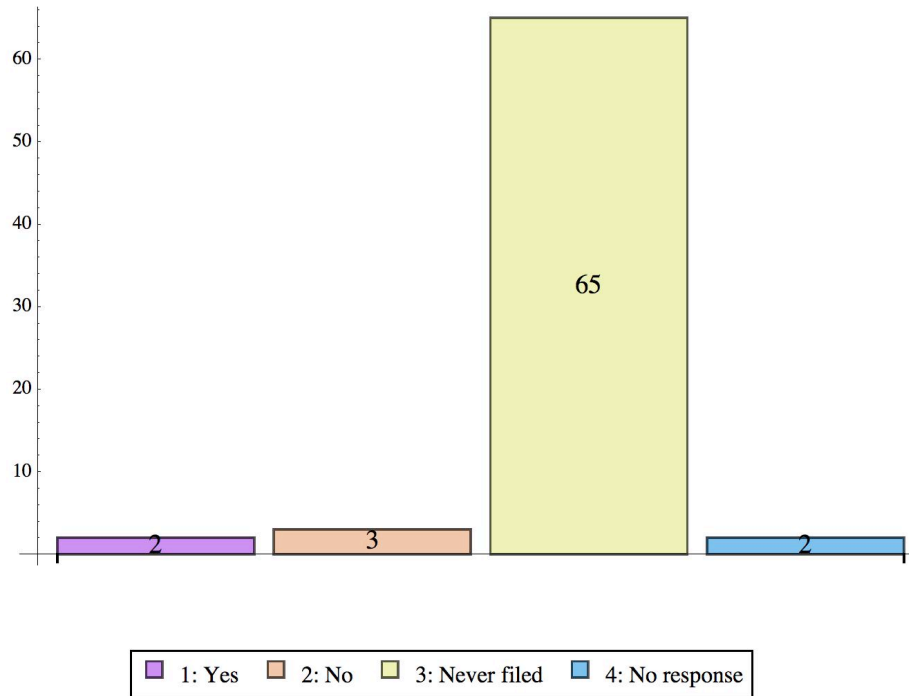
Question 33: Have you ever filed a due process appeal of a a tenure or promotion decision?



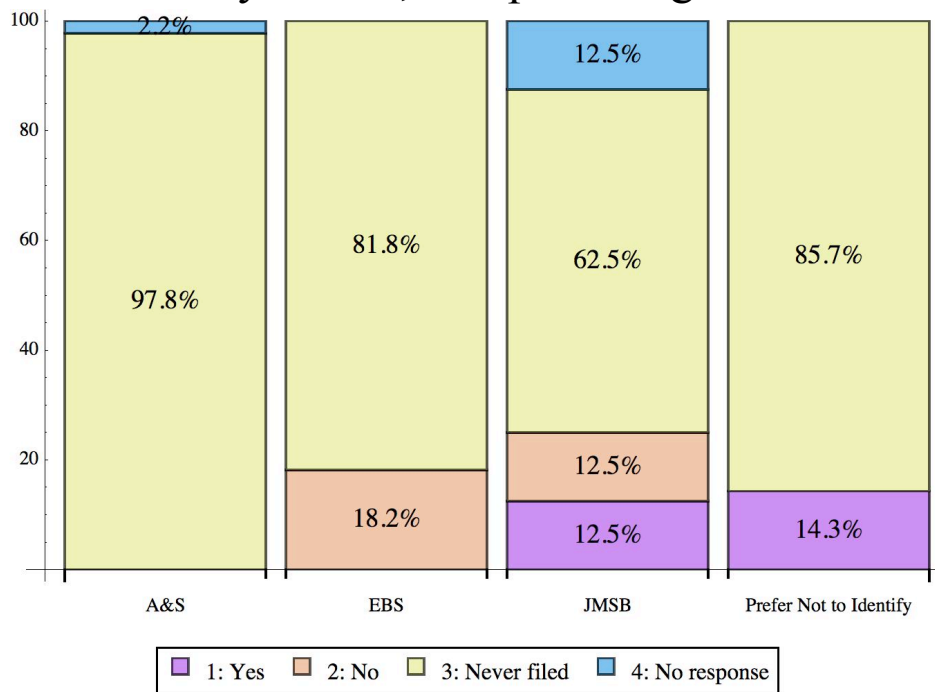
By school, as a percentage:



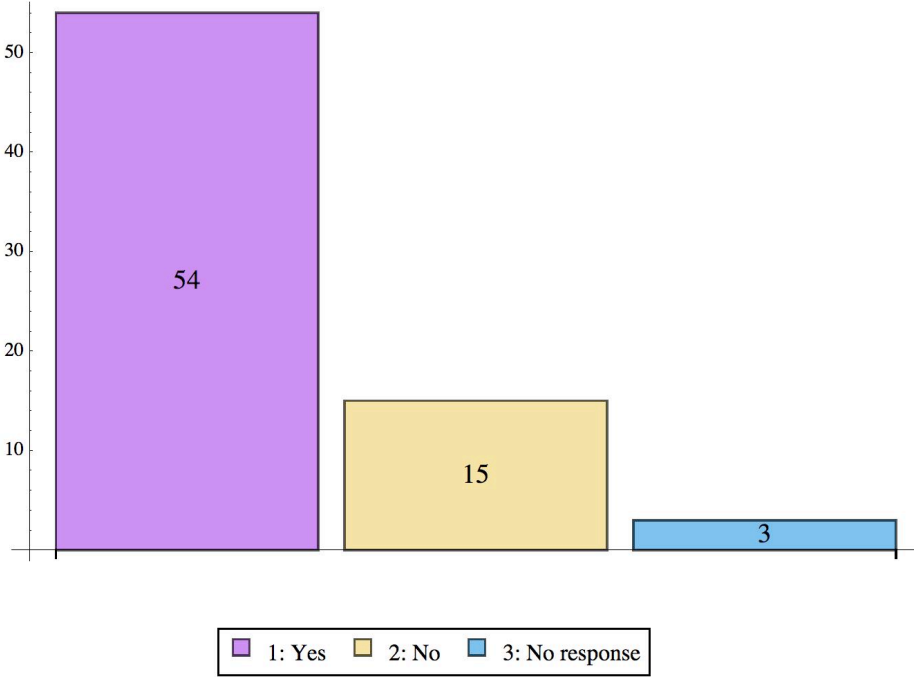
Question 34: If you filed an appeal, are you of the opinion that the appeal process was handled in a fair and satisfactory manner?



By school, as a percentage:



Question 35: Do you think the tenure and promotion policy and process should be changed?



By school, as a percentage:

