

*2010 Study of Faculty Worklife:  
The Tenure Process at UW-Madison*



W I S E L I

Women in Science & Engineering Leadership Institute  
University of Wisconsin-Madison

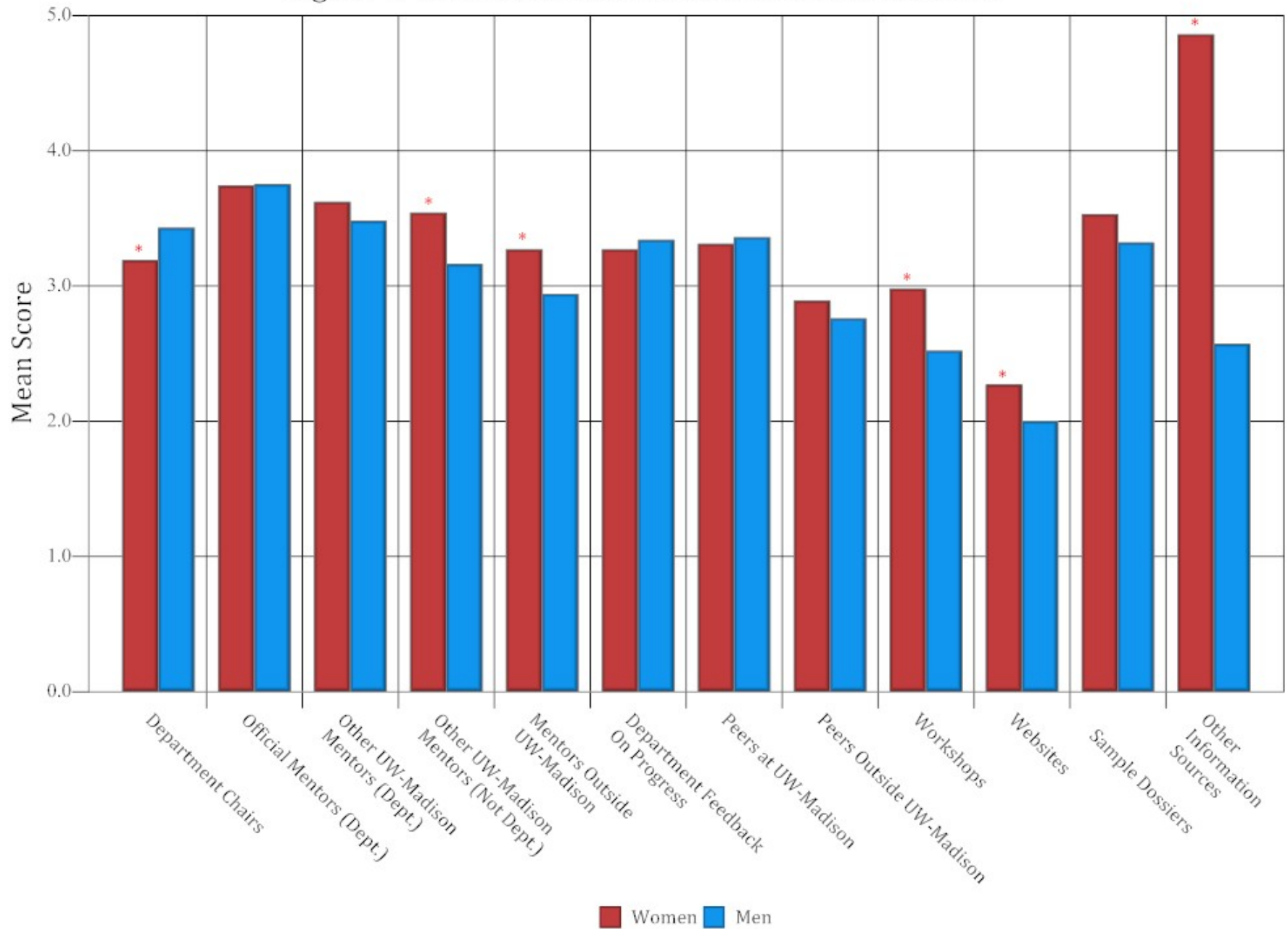
# Survey Implementation Notes

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- Administered as a paper survey mailed to the homes of faculty in Spring, 2010
- 1,189 faculty respondents (56% response rate)
- 2 pages of items related to tenure process
  - Analyzed by gender, race, division, and other variables

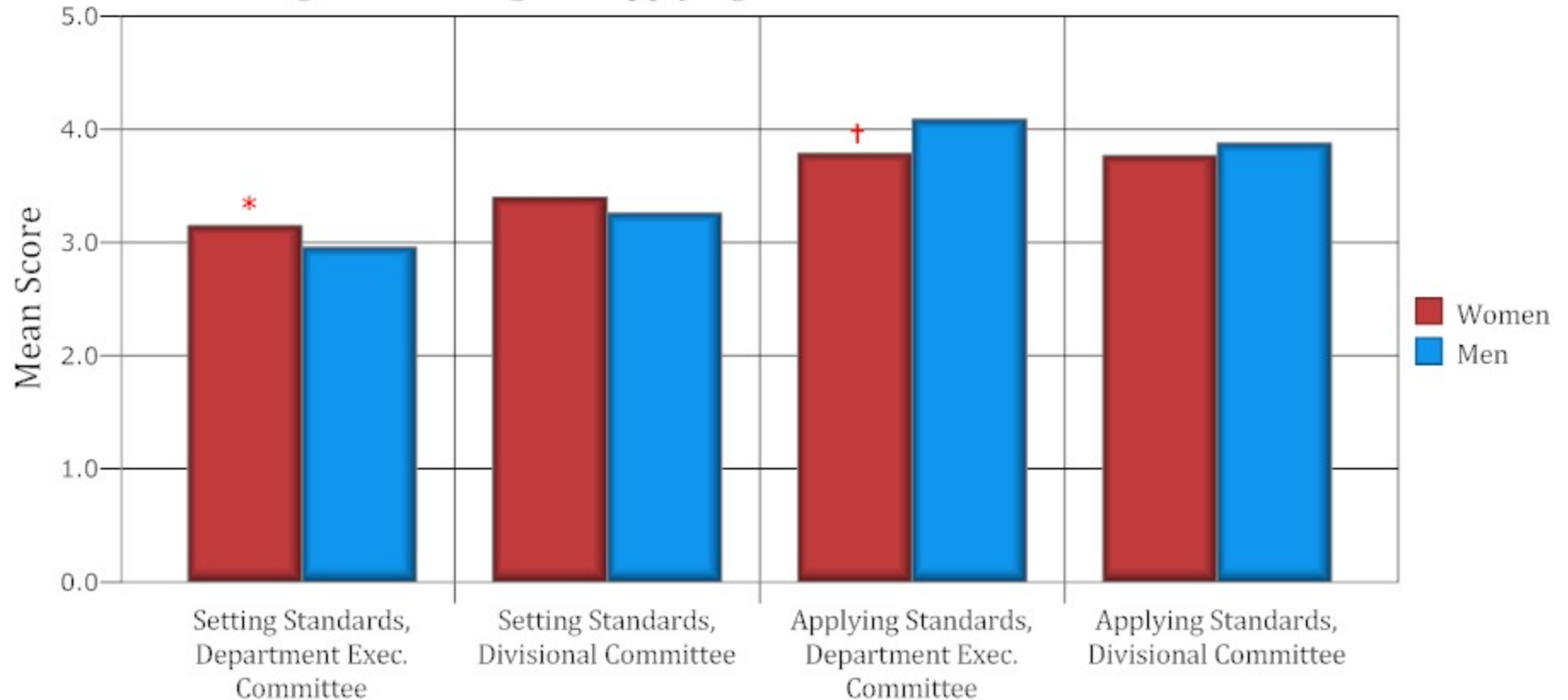
# *Results*

Figure 1: Usefulness of Tenure Information Sources



\*Indicates significant t-test,  $p < .05$ . Scale response choices included "Not at all" (1), "A little" (2), "Somewhat" (3), "Very" (4), and "Extremely" (5).

Figure 2: Setting and Applying Standards of Excellence for Tenure



\* Indicates significant t-test,  $p < .05$ . Scale response choices included "Too lax" (1), "Somewhat lax" (2), "Standard is just right" (3), "Somewhat severe" (4), and "Too severe" (5).

† Indicates significant t-test,  $p < .05$ . Scale response choices included "Always arbitrary" (1), "Mostly arbitrary" (2), "Sometimes arbitrary, sometimes fair" (3), "Mostly fair" (4), and "Always fair" (5).

Figure 3. Percent of Faculty Reporting Use of Tenure Clock Extension

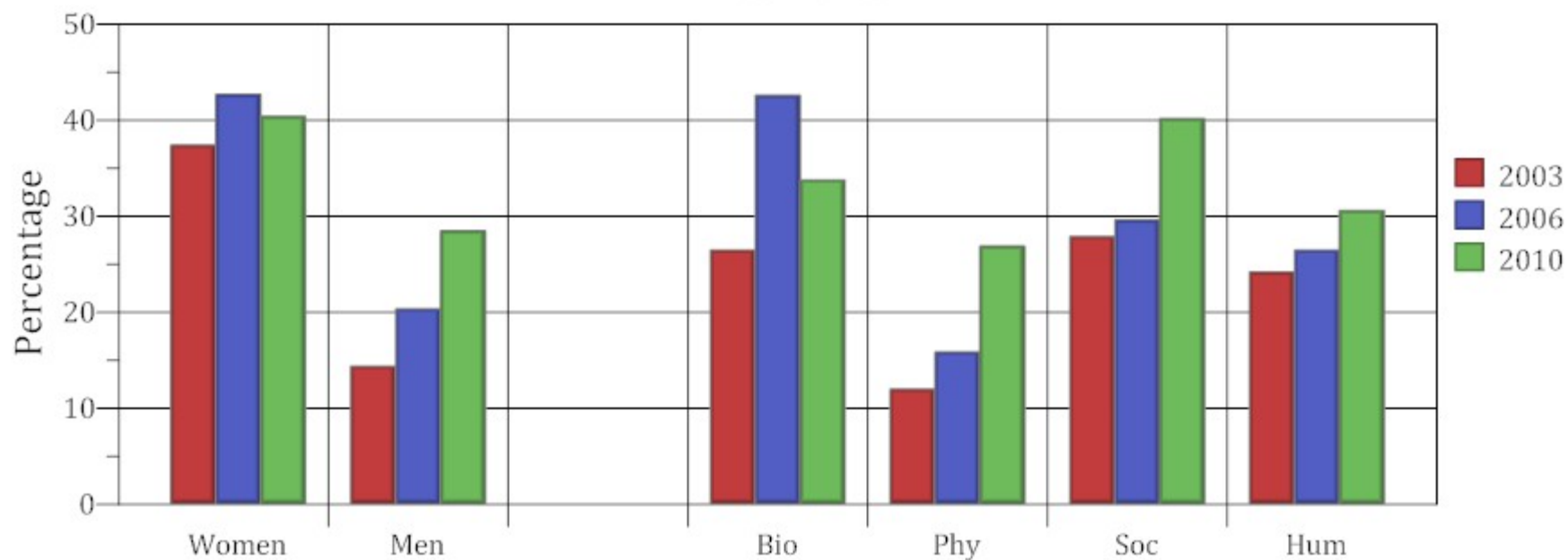
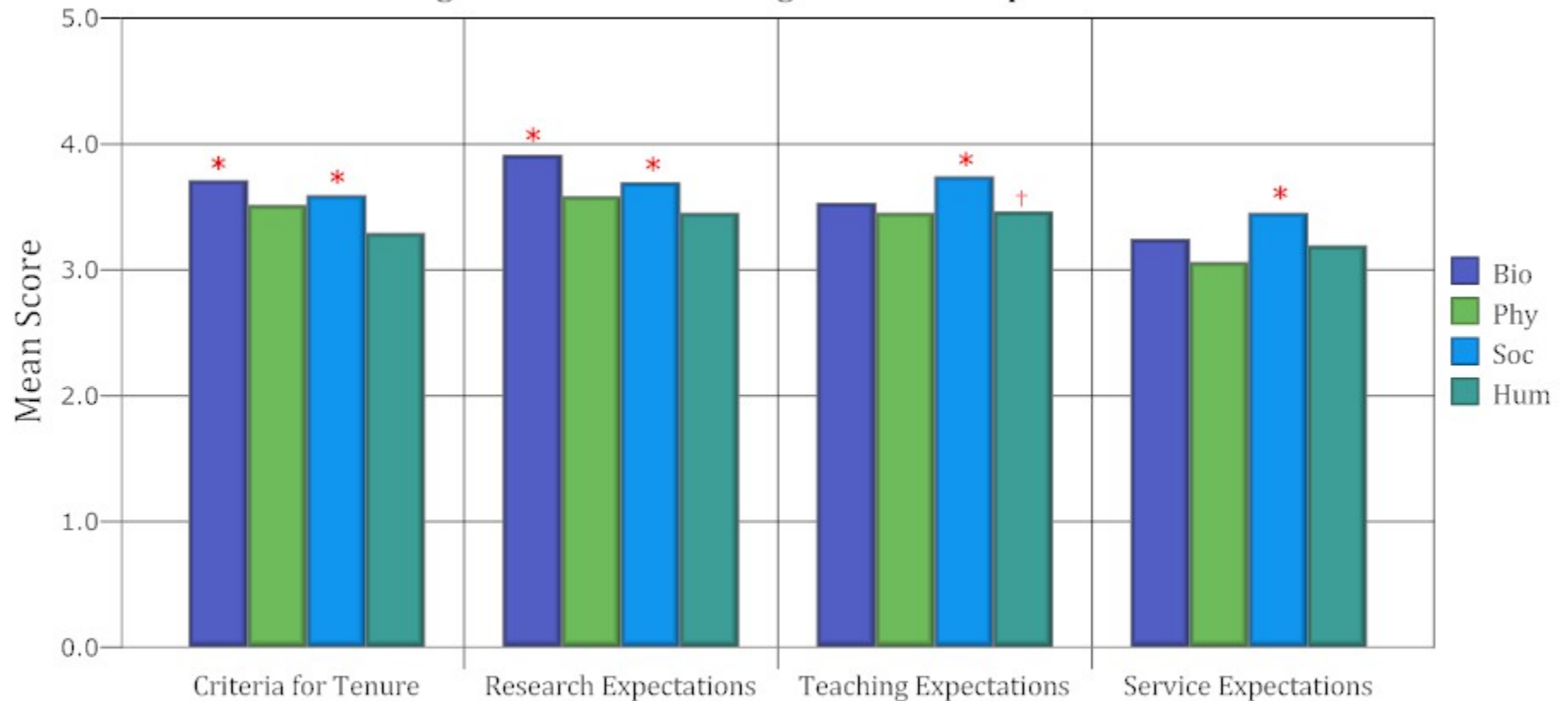


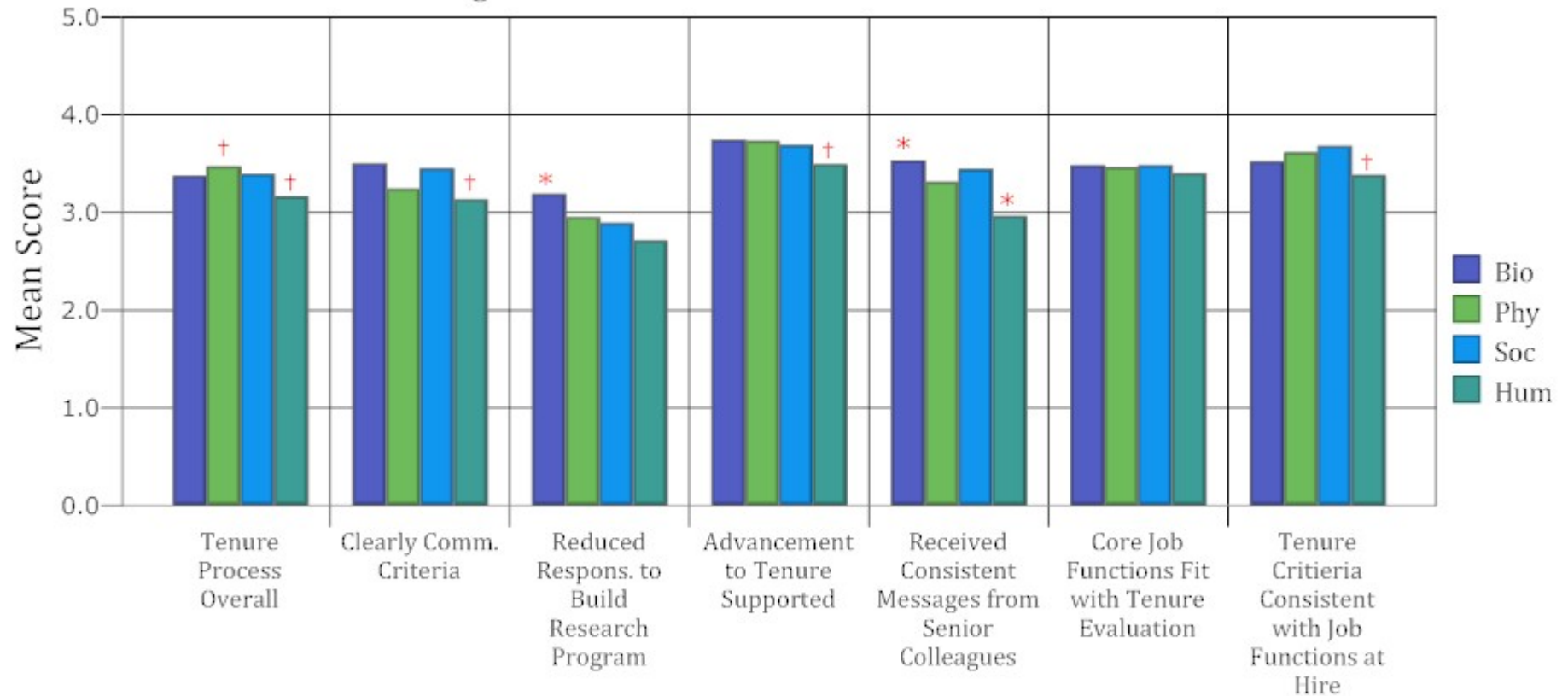
Figure 4: Understanding of Tenure Expectations



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† Indicates significant t-test,  $p < .05$  for Assistant Professors (currently untenured) only.

Figure 5: Satisfaction with TenureProcesses

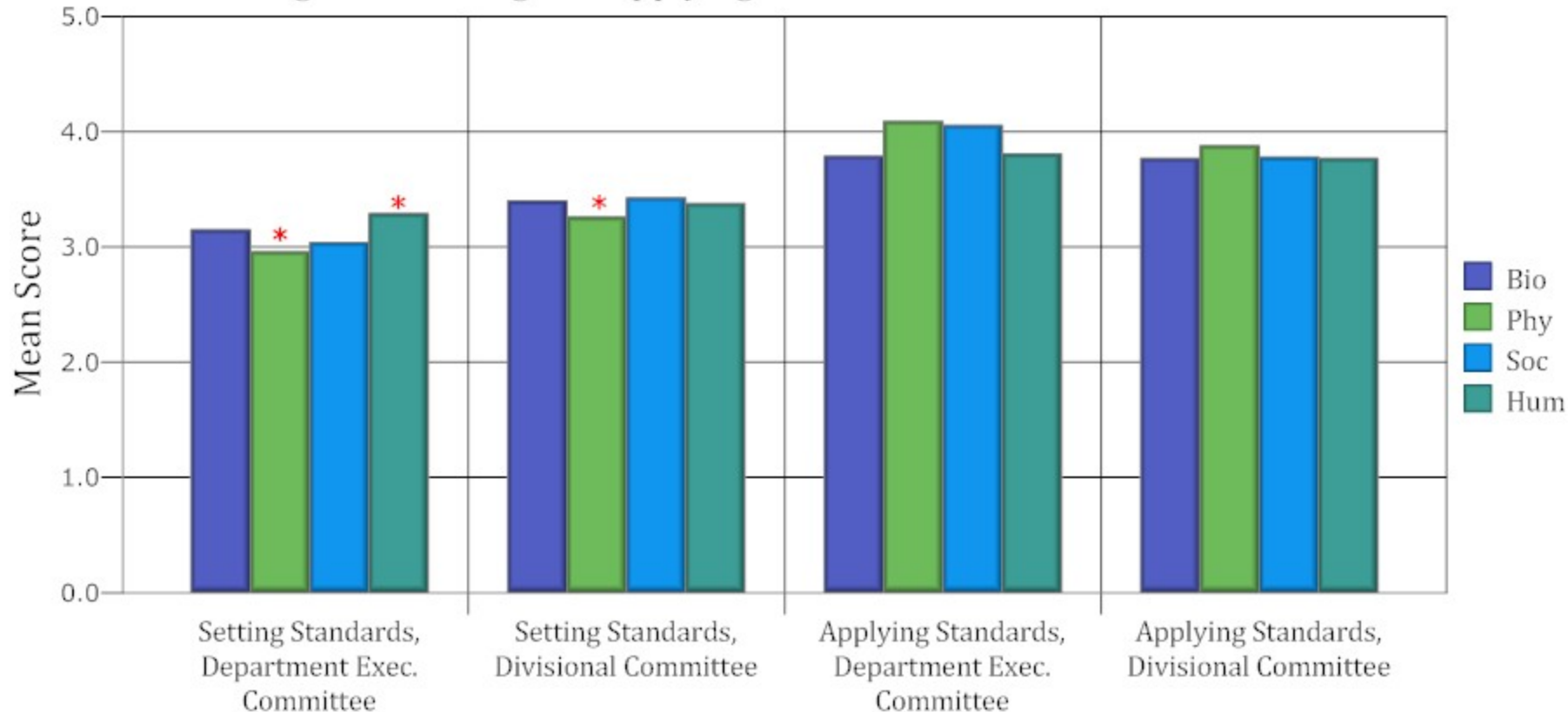


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† Indicates significant t-test,  $p < .05$  for Assistant Professors (currently untenured) only.



Figure 6: Setting and Applying Standards of Excellence for Tenure



\* Indicates significant t-test,  $p < .05$ . Scale response choices included "Too lax" (1), "Somewhat lax" (2), "Standard is just right" (3), "Somewhat severe" (4), and "Too severe" (5).

† Indicates significant t-test,  $p < .05$ . Scale response choices included "Always arbitrary" (1), "Mostly arbitrary" (2), "Sometimes arbitrary, sometimes fair" (3), "Mostly fair" (4), and "Always fair" (5).

Figure 7: Setting and Applying Standards of Excellence for Tenure: Differences in Perceptions Between Department and Divisional Committees

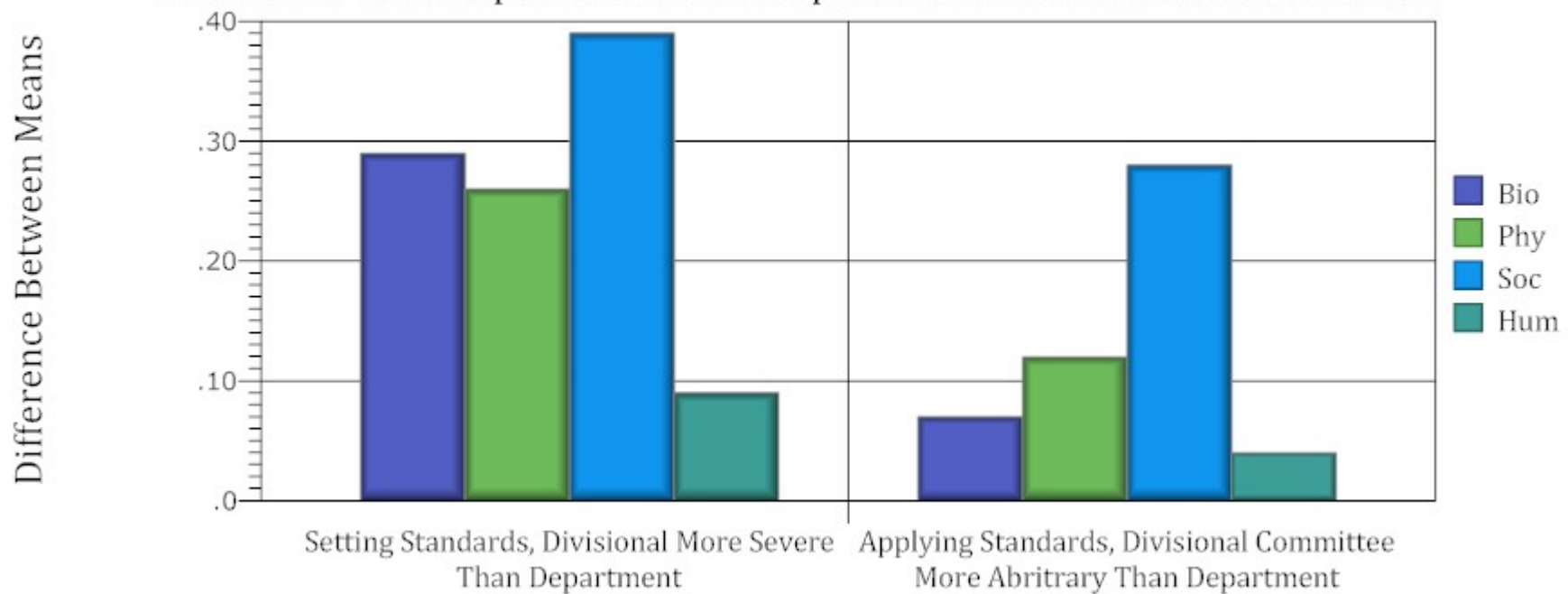
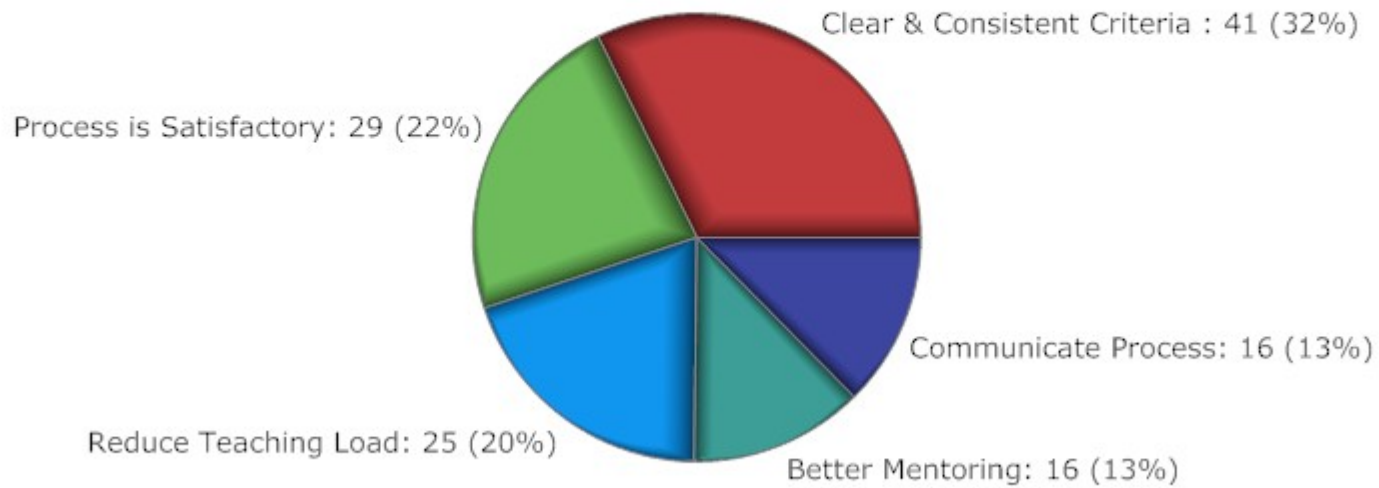


Figure 8. Top 5 Strategies to Improve Tenure Process



# What Chairs Should Know

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- Women faculty report that their chairs are less-helpful than men faculty report; they are turning to other sources of information about the tenure process
- Faculty in the Arts & Humanities division seem to have the most uncertainty about the process, especially the research expectations for achieving tenure
- Faculty in Social Studies division seem to have more distrust of the divisional committee, possibly also Biological Sciences division
- Tenure Clock Extensions becoming more common, over 1/3 of faculty have used the policy