

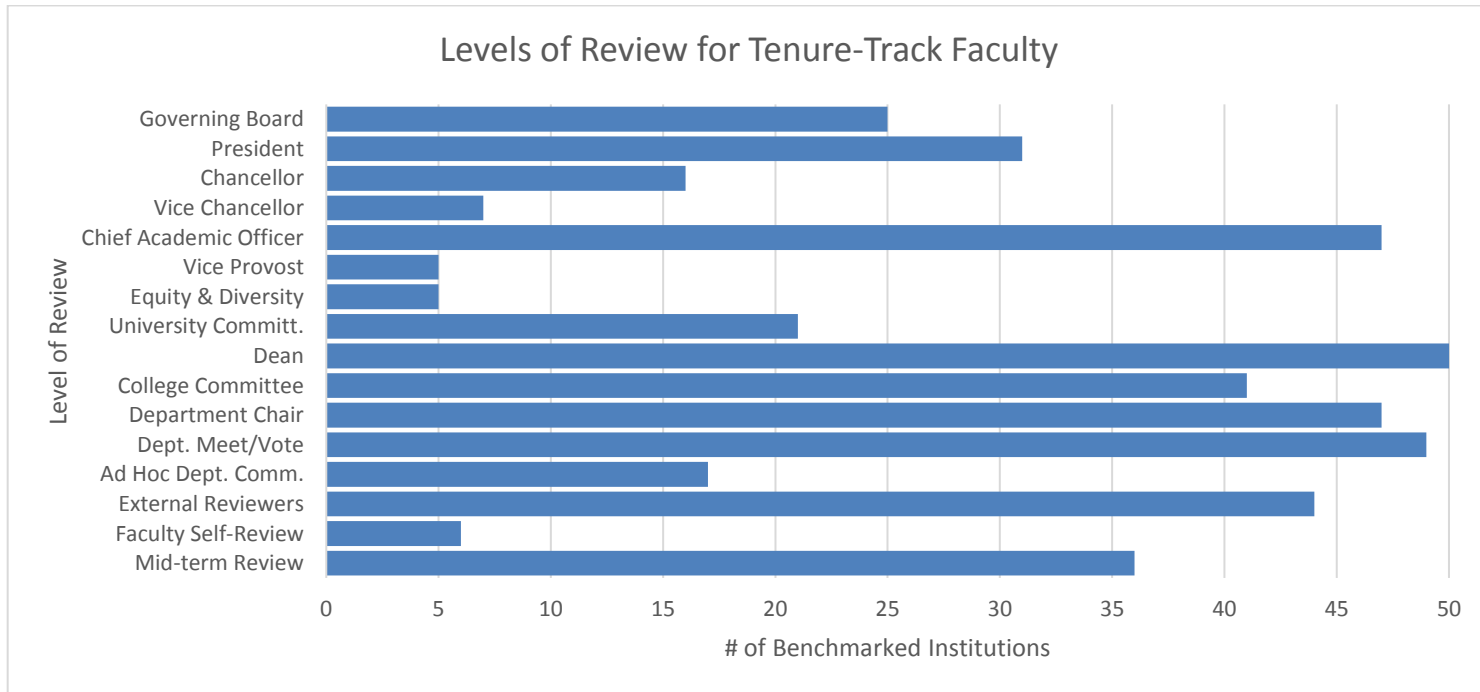
Overview of Analysis:

An analysis of tenure probationary periods and tenure procedures was carried out for the 50 top public research universities in the United States, which includes UT Knoxville. For each institution, 17 metrics were benchmarked:

1. The length of the probationary period
2. If there is a mid-term review in addition to annual faculty evaluations
3. If the faculty member is required to carry out a self-evaluation in addition to written explanations of teaching, research and service
4. If the institution requires letters from external reviewers
5. If there is a special ad-hoc committee formed within the department, separate from the departmental voting committee
6. If the department's tenured faculty meet and vote
7. If the department head conducts an independent review of the faculty member
8. If the dean conducts an independent review of the faculty member
9. If a college or division-level committee conducts an independent review of the faculty member
10. If a university-wide committee on academic personnel, promotion, or budget conducts an independent review
11. If a Vice Provost conducts an independent review of the faculty member
12. If the Chief Academic Officer/ Provost conducts an independent review of the faculty member
13. If a committee on equity or diversity conducts an independent review of the faculty member
14. If a Vice Chancellor conducts an independent review of the faculty member
15. If the Chancellor conducts an independent review of the faculty member
16. If the President conducts an independent review of the faculty member
17. If a governing board is required for final approval of faculty tenure

Summary of Key Findings:

- Probationary periods ranged from 4 to 10 years, although nearly all did so between years 6 and 7.
- Medical schools tend to have a longer review period of approximately 10 years.
- This sample of institutions has varying levels of review for tenure across the 16 benchmarked categories ($M= 8.84$).
- Institutions varied in the levels of review they implemented during the process, although independent reviews by external academics, departmental faculty members, the department head, dean, college committee, and the Provost were most common.
- The levels of independent review varied from five (University of Vermont) to 13 (UC Irvine and UC Santa Barbara). UT campuses currently have between 7-9 levels of review, depending on the campus; UTK has 9.
- Across the various metrics tracked, UT (Knoxville) was in line with all of the top public research universities in its tenure review periods and procedures.

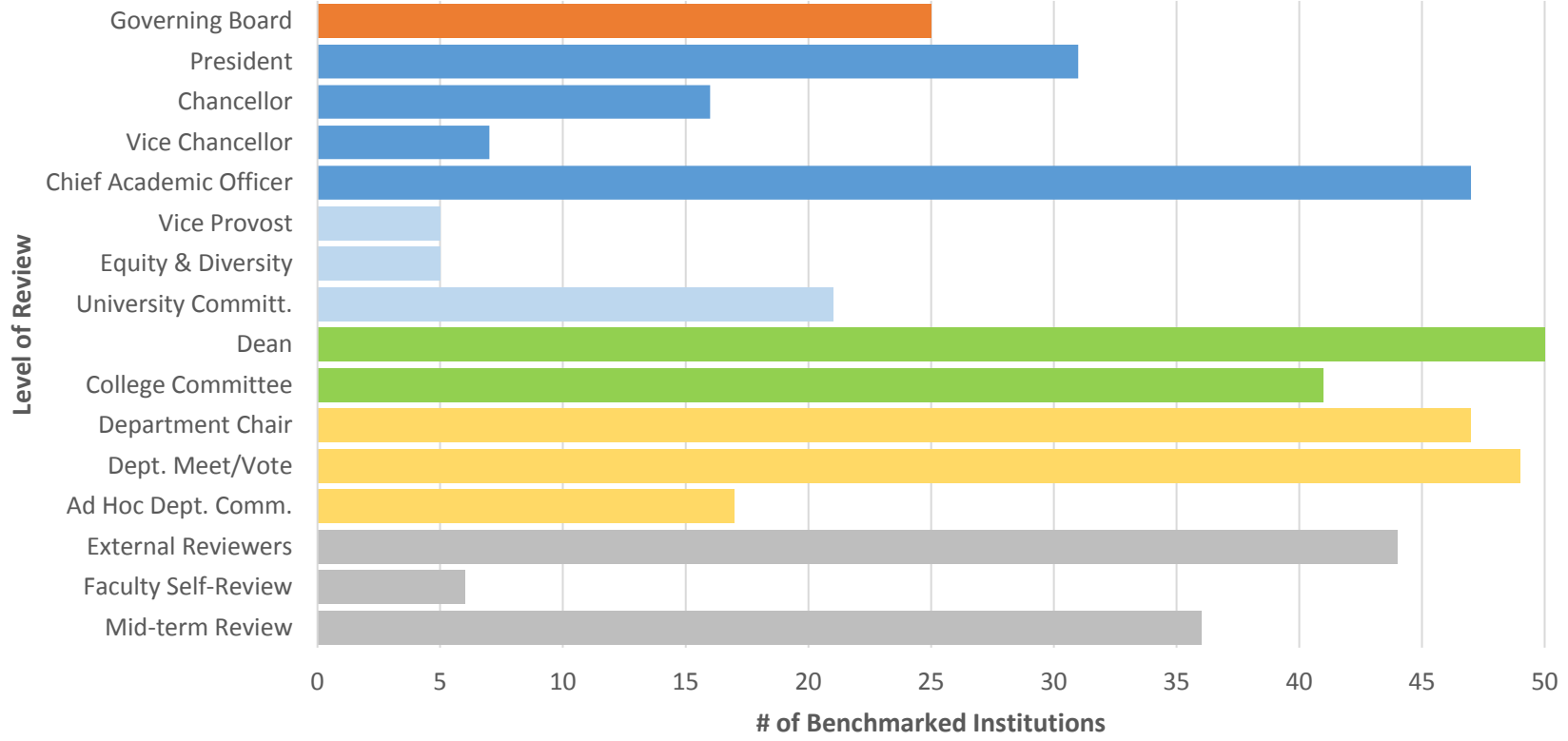


Probationary Period Lengths at the Top 50 Public Research Universities:

<i>Tenure Probationary Periods at Top Public Universities</i>		
Rank	School	Probationary Period
1	UC Berkeley	5-6 years
2	UC Los Angeles	7 years
3	U of Virginia	7-10 years (10 medical)
4	U of MI Ann Arbor	10 years
5	UNC Chapel Hill	4-5 years
6	William & Mary	6-7 years
7	GA Tech	5-6 years
8	UC Santa Barbara	6-8 years
9	UC Irvine	6-7 years
10	UC Davis	7-8 years
11	UC San Diego	6-8 years
12	U of IL Urbana	6 years
13	U of WI Madison	7 years
14	Penn State	6 years
15	U of Florida	6-10 years (10 Medical)
16	Ohio State U	6 years
17	U of Washington	7 years
18	U of Georgia	5-7 years
19	U of Texas Austin	6 years
20	Purdue University	6 years
21	U of Connecticut	7 years
22	U of MD College Park	6 years
23	Clemson University	6-7 years
24	U of Pittsburgh	6 years
25	Rutgers University NB	6 years

<i>Tenure Probationary Periods at Top Public Universities</i>		
Rank	School	Probationary Period
26	U of MN, Twin Cities	6 years
27	Texas A&M	7 years
28	U Mass Amherst	4-6 years
29	Virginia Tech	6 years
30	Miami University, OH	6-7 years
31	UC Santa Cruz	6-8 years
32	University of Delaware	6 years
33	CO School of Mines	6 years
34	Michigan State U	4-7 years
35	University of Iowa	6 years
36	Binghamton U, SUNY	7 years
37	Indiana University	6-7 years
38	Florida State University	5-7 years
39	NC State Raleigh	7 years
40	U of CO, Boulder	7 years
41	University of Vermont	7 years
42	Stony Brook U, SUNY	6-7 years
43	Auburn University	6 years
44	U of Buffalo, SUNY	6-7 years
45	University of Alabama	6 years
46	University of Oregon	5-6 years
47	University of Tennessee	7 years
48	U of New Hampshire	6 years
49	University of SC	6 years
50	Iowa State University	5-7 years

Levels of Review for Tenure-Track Faculty Among Top 50 Public Research Universities



PRE-REVIEW

DEPARTMENTAL REVIEW

COLLEGE/DIVISION REVIEW

UNIVERSITY REVIEW (MID LEVEL)

UNIVERSITY REVIEW (HIGHEST LEVEL)

GOVERNING BOARD