

Introduction Block

This brief survey is being conducted by Penn State's University Senate. It is part of an effort by the Senate to assess impact of COVID-19 on tenure and promotion at the University.

You have received this survey because you have been identified as a current member of the Penn State faculty, libraries, or research staff who (a) currently hold a tenure-track appointment, (b) are currently untenured, and (c) were in their pre-tenure probationary period during the 2020-2021 academic year. All individuals meeting these criteria are being asked to complete this survey. Throughout, this survey refers to the *Scholarship of Research and Creative Accomplishments* ("research"), the *Scholarship of Teaching and Learning* ("teaching"), and *Service and the Scholarship of Service to the University, Society, and the Profession* ("service") as defined in Penn State's [Policy AC23](#) ("Promotion and Tenure Procedures and Regulations").

This survey is being administered anonymously. Data collected will neither be identified with any individual respondent, nor used to identify specific members of the Penn State community. Findings will be reported to the Faculty Senate in aggregated form only. If you have any questions, please contact Josh Wede (jlw63@psu.edu) or Chris Zorn (cuz10@psu.edu).

We anticipate this survey will take less than 10 minutes to complete. Please click on the arrow below to begin.

Impact Block

First, consider the period from **March 1, 2019 to February 29, 2020 (Pre-COVID)**.

On a scale from zero to 100, with zero being the lowest score and 100 the highest, how would you rate your **progress towards tenure** (Policy [AC23](#)) in terms of research, teaching,

and service activity during that period?

Please indicate "Not Applicable" if you did not hold a tenure-track position at Penn State during the period indicated.

	0	10	20	30	40	50	60	70	80	90	100	Not Applicable
Research Activity												<input type="checkbox"/>
Teaching Activity												<input type="checkbox"/>
Service Activity												<input type="checkbox"/>

Next, consider the period from **March 1, 2020 to February 28, 2021 (During COVID)**.

On a scale from zero to 100, with zero being the lowest score and 100 the highest, how would you rate your **progress towards tenure** (Policy AC23) in terms of research, teaching, and service activity during that period?

Please indicate "Not Applicable" if you did not hold a tenure-track position at Penn State during the period indicated.

	0	10	20	30	40	50	60	70	80	90	100	Not Applicable
Research Activity												<input type="checkbox"/>
Teaching Activity												<input type="checkbox"/>
Service Activity												<input type="checkbox"/>

Reasons Block

Overall, how has COVID-19 impacted your progress toward tenure?

- ☐ Extremely negatively
- ☐ Somewhat negatively
- ☐ Neither positively nor negatively
- ☐ Somewhat positively

☐ Extremely positively

The COVID-19 pandemic affected many aspects of people's lives. Please indicate below how you were affected by COVID-19. Check all that apply.

- ☐ Personal / health challenges
- ☐ Family-related responsibilities
- ☐ Ability to engage in travel related to tenure.
- ☐ Reduced resources/budgets for tenure-relevant activities.
- ☐ Amount of time / effort I spent on teaching
- ☐ Amount of time / effort I spent on administrative and other duties
- ☐ Ability to receive effective training in tenure-related activities.
- ☐ Access to research-related labs/equipment/facilities/performance locations
- ☐ Access to teaching facilities
- ☐ Human subjects issues
- ☐ Grad student issues
- ☐ Review process (for published research, grants, etc.) is slowed
- ☐ Animals/Insects/Agricultural access restrictions
- ☐ Other

In light of the challenges you selected, please take this opportunity to provide additional details.

On March 20, 2020, Penn State announced that it was "extending the provisional tenure period starting with the 2020-2021 academic year for all faculty in their pre-tenure probationary period." Faculty in their probationary period during 2020-2021 are eligible to receive an additional year on that period, at their discretion. Details of that policy are available at Penn State's Vice President for Faculty Affairs [website](#).

To date, have you confirmed the extension of your pre-tenure probationary period?

- ☐ I **have confirmed** that I am accepting the one-year extension of my pre-tenure probationary period
- ☐ I **have not confirmed** that I am accepting the one-year extension of my pre-tenure probationary period

For what reason(s) did you elect to extend your pre-tenure probationary period? Please check all that apply.

- ☐ Reasons unrelated to COVID-19.
- ☐ » Personal / health challenges
- ☐ » Family-related responsibilities
- ☐ » Ability to engage in travel related to tenure.
- ☐ » Reduced resources/budgets for tenure-relevant activities.
- ☐ » Amount of time / effort I spent on teaching
- ☐ » Amount of time / effort I spent on administrative and other duties
- ☐ » Ability to receive effective training in tenure-related activities.
- ☐ » Access to research-related labs/equipment/facilities/performance locations
- ☐ » Access to teaching facilities
- ☐ » Human subjects issues
- ☐ » Grad student issues
- ☐ » Review process (for published research, grants, etc.) is slowed
- ☐ » Animals/Insects/Agricultural access restrictions
- ☐ » Other

Under current [guidance](#), faculty members who confirm their acceptance of the extension but later decide that they do not want the year added to their probationary period may relinquish the extension.

How likely are you to relinquish your one-year extension?

- ☐ Extremely unlikely
- ☐ Somewhat unlikely
- ☐ Neither likely nor unlikely
- ☐ Somewhat likely

☐ Extremely likely

How likely is it that you will choose to extend your pre-tenure probationary period?

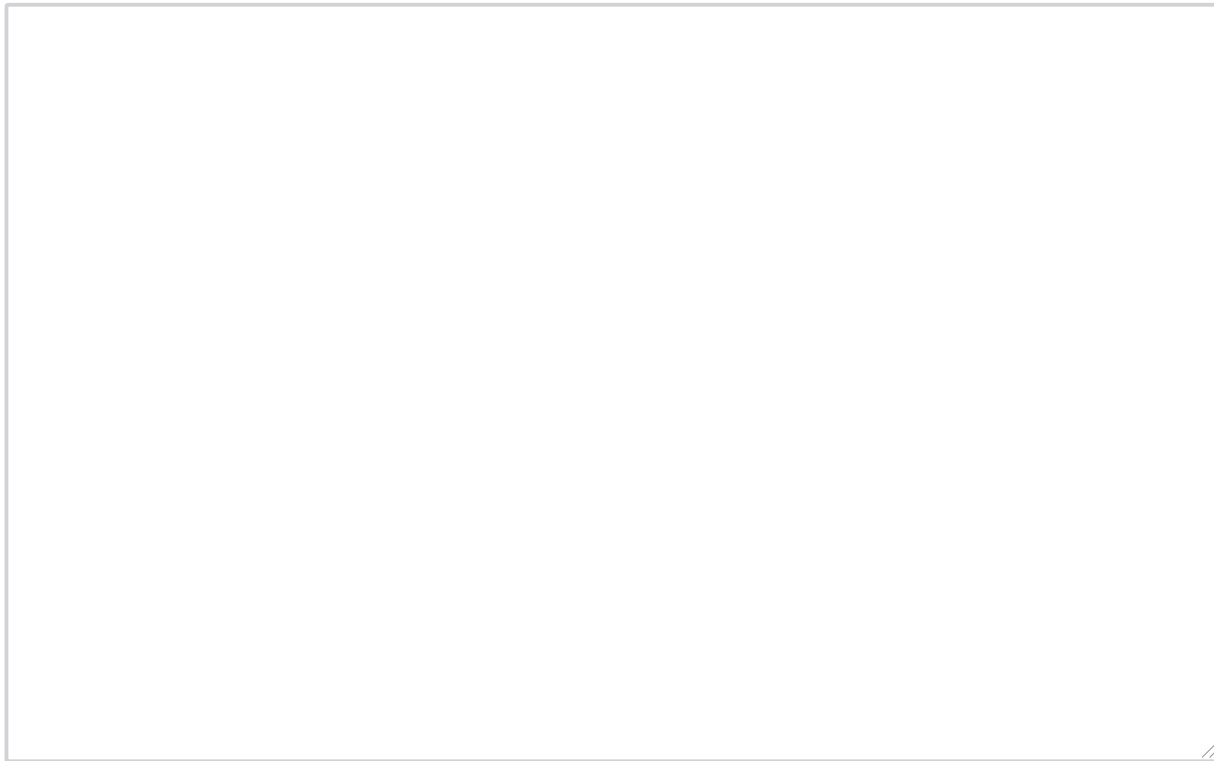
☐ Not at all likely

☐ Somewhat likely

☐ Very likely

☐ Certain

If you would like to offer any additional insights into COVID-19's impact on your progress toward achieving tenure, you may do so in the box provided below.



If you would like to offer any suggestions for how the University Senate -- or Penn State in general -- could minimize or ameliorate the impact of COVID-19 on tenure at the University, please do so in the box provided below.

Years in Rank

Please indicate the academic year in which you began your pre-tenure probationary period at Penn State.

- ☐ 2021/2022
- ☐ 2020/2021
- ☐ 2019/2020
- ☐ 2018/2019
- ☐ 2017/2018
- ☐ 2016/2017
- ☐ 2015/2016
- ☐ 2014/2015
- ☐ 2013/2014
- ☐ 2012/2013
- ☐ Prior to 2012/2013

Assuming that you elect to take advantage of the one year pause, what year do you expect to receive your tenure decision?

- ☐ June 2022
- ☐ June 2023
- ☐ June 2024
- ☐ June 2025
- ☐ June 2026
- ☐ June 2027
- ☐ June 2028
- ☐ June 2029
- ☐ June 2030
- ☐ June 2031
- ☐ After 2031

Do any of these circumstances apply to your probational tenure period?

- ☐ Years of credit from previous institution(s)
- ☐ Stay of provisional tenure period (birth, adoption, health, etc.)

Demographics Block

As noted at the outset, this survey is designed to assess the impact of COVID-19 on tenure among the many diverse groups making up our community. The following demographic items, necessary to evaluate those impacts, will be reported *in aggregate form only*, as part of our commitment to your anonymity in this survey.

First, please indicate your primary campus group and/or unit:

- ☐ Applied Research Laboratory - University Park
- ☐ College of Agricultural Sciences - University Park
- ☐ College of Arts and Architecture - University Park
- ☐ Smeal College of Business - University Park
- ☐ College of Communications - University Park
- ☐ College of Earth and Mineral Sciences - University Park
- ☐ College of Education - University Park
- ☐ College of Engineering - University Park

- ☐ College of Health and Human Development - University Park
- ☐ College of Information Sciences and Technology - University Park
- ☐ School of International Affairs - University Park
- ☐ Eberly College of Science - University Park
- ☐ College of The Liberal Arts - University Park
- ☐ Penn State Law - University Park
- ☐ Dickinson Law
- ☐ College of Medicine
- ☐ College of Nursing
- ☐ Penn State - Abington
- ☐ Penn State - Altoona
- ☐ Penn State - Beaver
- ☐ Penn State - Berks
- ☐ Penn State - Brandywine
- ☐ Penn State - DuBois
- ☐ Penn State Erie - Behrend
- ☐ Penn State - Fayette, Eberly
- ☐ Penn State - Great Valley
- ☐ Penn State - Greater Allegheny
- ☐ Penn State - Harrisburg
- ☐ Penn State - Hazleton
- ☐ Penn State - Lehigh Valley
- ☐ Penn State - Mont Alto
- ☐ Penn State - New Kensington
- ☐ Penn State - Schuylkill
- ☐ Penn State - Scranton
- ☐ Penn State - Shenango
- ☐ Penn State - Wilkes-Barre
- ☐ Penn State - York
- ☐ Penn State World Campus
- ☐ Other
- ☐ Unassigned
- ☐ University Libraries

What is your current (Fall 2021) academic rank / appointment?

- ☐ Assistant Professor (tenure-line)
- ☐ Assistant Research Professor
- ☐ Assistant Clinical Professor
- ☐ Professor of Practice
- ☐ Assistant Librarian
- ☐ Other

What is your current age?

- ☐ Under 25
- ☐ 25 - 34
- ☐ 35 - 44
- ☐ 45 - 54
- ☐ 55 - 64
- ☐ 65 - 74
- ☐ 75 or older

What is your gender?

- ☐ Male
- ☐ Non-binary, gender nonconforming, genderqueer
- ☐ Female

What is your racial/ethnic identity?

- ☐ African / African American / Black / Caribbean/West Indian
- ☐ Alaska Native / Native American / American Indian / Native Hawaiian or other Pacific Islander
- ☐ Asian / Asian American / South Asian / Southeast Asian
- ☐ Hispanic or Latino/a / Latin American
- ☐ Middle Eastern
- ☐ Some other race or ethnicity

- ☐ Two or more races
- ☐ White

How would you describe your sexual orientation?

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay / Lesbian
- ☐ Not listed / other
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning
- ☐ Straight (Heterosexual)
- ☐ Other

Please specify your current (Fall 2021) family status.

- ☐ Single / widowed, no children or dependents at home.
- ☐ Single / widowed, one or more children or dependents at home.
- ☐ Married / partnered, no children or dependents at home.
- ☐ Married / partnered, one or more children or dependents at home.
- ☐ Other

Conclusion Block

Thank you for completing the survey!