

Promotion and Tenure Workshop and Speed Mentoring
April 28th and 29th, 2014

Attendance

Twenty-two individuals attended the training, four of whom were presenters, and 17 completed evaluations.

- Of those who completed evaluations, three (17.6%) identified as associate professors and 14 (82.4%) as assistant professors.
- Additionally, 13 (76.5%) identified as mentees in the Faculty Mentoring Program and four (23.5%) as mentors.

Quantitative Results from the Evaluation Form

I met someone today who I feel I would like to get to know better.

	Frequency	Percent	Cumulative Percent
Disagree	2	11.8	11.8
Agree	8	47.1	58.8
Strongly Agree	2	11.8	70.6
N/A	5	29.4	100.0
Total	17	100.0	

I feel I have acquired new skills, information, or understanding about the promotion and/or tenure process.

	Frequency	Percent	Cumulative Percent
Agree	11	64.7	64.7
Strongly Agree	6	35.3	100.0
Total	17	100.0	

As a result of my participation in this workshop, I will be able to implement new strategies in my own process toward promotion and/or tenure.

	Frequency	Percent	Cumulative Percent
Agree	9	52.9	52.9
Strongly Agree	7	41.2	94.1
N/A	1	5.9	100.0
Total	17	100.0	

This event was a positive networking experience with other faculty here at NDSU.

	Frequency	Percent	Cumulative Percent
Agree	12	70.6	70.6
Strongly Agree	3	17.6	88.2
N/A	2	11.8	100.0
Total	17	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	5	29.4	31.3
Above Average	9	52.9	87.5
Excellent	2	11.8	100.0
Missing Data	1	5.9	
Total	17	100.0	

Qualitative Results from the Evaluation Form

1. What is one tip or strategy you learned today that will be useful as you prepare to apply for promotion and/or tenure?

- Keep up-to-date.
- Begin organizing my materials today.
- Guidelines are super important.
- Keep records.
- Know departmental criteria for evaluation inside and out!!
- Start collecting materials early.

- Don't focus on early promotion.
 - Stay on top of updating portfolio.
 - Document everything, then prioritize later (when doing annual reviews or assembling third year portfolio).
 - Collection strategy.
 - Using calendar to track events.
 - Getting the current count of publications included in annual letter.
 - Tracking experience/data for promotion portfolio.
 - Strategies for keeping track of materials for portfolio.
2. What do you think were the most helpful or valuable aspects of the workshop you attended today?
- General overview of process.
 - Good overview of expectations.
 - Portfolios are a good first step.
 - Seeing the process laid out.
 - Discussion of strategic tips.
 - A hard copy binder of basic guidelines. The informative feel of Q & A.
 - Question and answer period. Reminder that standards can increase between promotion to associate and promotion to full.
 - Calmed my nerves.
 - The binder and Q & A with provost.
 - Description of promotion materials/requirements.
3. How could this workshop be improved to be more beneficial to you?
- Its fine as-is.
 - Maybe an example of an excellent portfolio.
 - Specific to college or even department – maybe bring in “experts” from those that could answer specific questions.
 - Not a fault of the workshop, but having none of the people who signed up actually showed up.
 - No comment.
 - I thought it was helpful, maybe more guided small group discussion?
 - Have more mentors attend.
 - It would be great to have this workshop sooner in the year.
 - Include representatives from department head and/or PTE to address questions.