

**FORWARD Panel Discussion
on the Promotion Process to Full Professor
May 4th, 2010**

Attendance

47 individuals attended and 34 completed evaluations.

28 people identified themselves as faculty, 2 individuals identified as administrators, and 2 as a staff members.

Suggestions for Improvement/Action Items

- The concrete and NDSU specific suggestions appeared to be very appreciated and the attendees appeared to desire additional concrete strategies that they could easily apply to their own work.
- Consider having a session focused on worklife balance or family worklife balance.
- In future sessions, consider addressing gender specific differences/barriers/strategies in the promotion process to full professor.
- Consider having a second panel comprised of full professors who began at NDSU as assistant professors.
- Consider allowing attendees to submit questions prior to panel discussion or information sessions using the FORWARD website.
- Consider having nametags at FORWARD events to encourage networking or asking the attendees to take 2 minutes and introduce themselves to people sitting around them.

Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my work at NDSU

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	2	5.9	5.9	5.9
Agree	22	64.7	64.7	70.6
Strongly Agree	10	29.4	29.4	100.0
Total	34	100.0	100.0	

I feel I have acquired new skills or information about earning promotion to full professor at NDSU

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	6	17.6	18.2	18.2
Agree	19	55.9	57.6	75.8
Strongly Agree	8	23.5	24.2	100.0
Missing Data	1	2.9		
Total	34	100.0		

I will be able to implement new strategies and knowledge as a result of my participation in this session

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	2	5.9	6.3	6.3
Disagree	7	20.6	21.9	28.1
Agree	16	47.1	50.0	78.1
3.50	1	2.9	3.1	81.3
Strongly Agree	6	17.6	18.8	100.0
Missing Data	2	5.9		
Total	34	100.0		

I would recommend this panel discussion to others

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Disagree	4	11.8	11.8	11.8
2.50	1	2.9	2.9	14.7
Agree	13	38.2	38.2	52.9
Strongly Agree	16	47.1	47.1	100.0
Total	34	100.0	100.0	

Rate the overall quality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below Average	1	2.9	3.3	3.3
Average	8	23.5	26.7	30.0
Above Average	16	47.1	53.3	83.3
Excellent	5	14.7	16.7	100.0
Missing Data	4	11.8		
Total	34	100.0		

How did you learn about this session?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Email Announcement	31	91.2	93.9	93.9
FORWARD website	1	2.9	3.0	97.0
Other	1	2.9	3.0	100.0
Missing Data	1	2.9		
Total	34	100.0		

Qualitative Results from the Evaluation Form

- What questions do you still have after attending this session? Please list any areas that you would like to receive additional information about or that need further clarification.
 - How the information relates to my individual process toward full professor status.
 - Many questions -but as a first shot, this was a good session.
 - What if there isn't as much support in department for mentoring? What are the alternatives?
 - Were their gender specific experiences?
 - More strategies for balance.
 - Is there a "magic" number of publications required before one goes for full professor?
 - How does the PTE process differ or is it the same across campus? What, if any, roadblocks were faced?
 - I'm curious about the departments that do not have specific documents even though mine is clear.
 - Do female faculty experience different/greater challenges in being promoted to full professor? If so, what are some strategies for meeting these challenges?
 - Is it not possible to do this job effectively without working 12-14 hours per day?
- What do you think were the most helpful or valuable aspects of the session you attended today?
 - Hearing different perspectives, hearing personal accounts related to a specific process required of all faculty.
 - Variable backgrounds of panel.
 - Volunteer for professional recognition.
 - To have this discussion in the first place!
 - I found it sad that to become a full professor I need to sacrifice 12-14 hours per day & my family!

- As a FORWARD staff member this was invaluable in learning more about the role, struggle, accomplishments and tasks of faculty members.
 - Personal stories/examples.
 - The panel strengthened the ideas I had about promotion and what it takes to achieve it.
 - How to get organized and to manage your workload (time management).
 - Real life examples from NDSU.
 - Hearing their responses to the questions and the suggestions offered.
 - Shared experiences/advice and tips.
 - Different perspectives.
 - One specific piece of advice to contact journals and volunteer for reader/board positions.
 - Learning what resources the panelists drew from when going up for full professor, particularly looking at other people's portfolios.
 - Panel represented broad range of disciplines.
 - Just reminding me that I need to constantly review my goals and accomplishments.
 - I thought the way they structured their responses was very good.
3. How could the session be improved to be more beneficial to you? What recommendations do you have for future sessions on the promotion process from associate to full professor?
- It may be helpful to elicit specific questions from all participants prior to the panel session so that those on the panel can prepare to address the question.
 - The presenters were somewhat atypical in that they had been hired as associate professors. Maybe have a session with panelists who have been on departmental or college PTE committees.
 - Have a panel that were hired as assistant professors and spent their career at NDSU.
 - Review university policy first.
 - Repeat, assess, adapt, repeat.
 - More tips (concrete) by type of discipline.
 - Find people who can address work-life balance issues realistically and effectively. If I want to be a full professor I can't have a life? No thanks.
 - A session on how women with families balance their work/life demands would be helpful.
 - It seems that the differences between departments are hard to communicate across.
 - I know this series is directed toward associate professors, but it would be helpful to know what tenure-track associate profs can do during their probationary period to make the next level of promotion more probable.
 - More specific examples of work life balance.
 - I find myself a bit disheartened by this panel because my situation is so different from those on the panel. We need people with small children to talk about balance. People with heavy service demands up there and not service as journal editors. I don't think it's healthy to have a panel tell us that we have to work constantly to get full professor.
4. Please provide any additional comments you have about today's panel discussion and/or the FORWARD program in general below or on the back of this page.
- Thanks!!
 - Good information.
 - Reword the question on family/work life balance - use work/life balance-two panelists did not answer this question-don't they have lives outside of NDSU?
 - Cover assistant professor to tenure associate professor level.
 - Having name tags/badges would help for networking.
 - Thanks for having both male and female panelists.