

Promotion to Professor: Perspectives of Department Chairs
October 12th, 2010

Attendance

Forty-eight individuals attended and 34 completed evaluations.

- Thirty-two individuals identified as faculty and two identified as administrators.

Quantitative Results from the Evaluation Form

I feel that my understanding of the process and criteria for promotion to full professor has improved after today's panel

		Frequency	Percent	Cumulative Percent
Valid	Disagree	3	8.8	8.8
	Agree	24	70.6	79.4
	Strongly Agree	7	20.6	100.0
	Total	34	100.0	

I feel I have acquired new skills and/or information about determining when I am ready to apply for promotion to full professor at NDSU

		Frequency	Percent	Cumulative Percent
Valid	Strongly Disagree	1	2.9	3.0
	Disagree	7	20.6	24.2
	Agree	18	52.9	78.8
	Strongly Agree	7	20.6	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	Cumulative Percent
Valid	Disagree	6	17.6	17.6
	Agree	21	61.8	79.4
	Strongly Agree	7	20.6	100.0
	Total	34	100.0	

I would recommend this panel discussion to others

		Frequency	Percent	Cumulative Percent
Valid	Agree	26	76.5	76.5
	Strongly Agree	8	23.5	100.0
	Total	34	100.0	

Rate the overall quality of this session

		Frequency	Percent	Cumulative Percent
Valid	Average	15	44.1	44.1
	3.50	2	5.9	50.0
	Above Average	10	29.4	79.4
	Excellent	7	20.6	100.0
	Total	34	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this session? Please list any topics related to the promotion process from associate to full professor that you would like to receive additional information about or items that need further clarification.

- I did not learn anything new, just reinforced information I knew.
- The importance of being a team player vis a vis scholarship.

- Annual reviews post tenure: do all departments actually do them? 352 yes—practice??
 - What are the most common items for promotion that are taken for granted and become stumbling blocks?
 - Where will the bar be if and when I go up?
 - Should an associate professor serve as department chair or assistant dean if they want to fast track to full professor?
 - Sabbaticals—are they encouraged in any disciplines? If so, how do we make that a part of our programs when we prepare to go up.?
 - Still not clear about when one is ready. Is there a penalty (although not written) if fail at first attempt at promotion?
 - What are the consequences if one is denied promotion? That is, does it “poison the well” for a future application?
 - Why become a full professor?
 - Is there a minimum number of years a faculty member must spend at associate level before going up either officially or unofficially?
 - I would appreciate specific citations for relevant information.
 - How do you translate what was said to personal action plan?
2. What do you think were the most helpful or valuable aspects of the session you attended today?
- The criteria for promotion to full professor.
 - Thank you. I thought that the selection of speakers was excellent.
 - Will’s comment at the end that you don’t have to give up your life. At the session he mentioned many of us come away very depressed (“give up your life - hire help”) It is easier, however, for men to maintain that balance?!?!
 - Good to hear what administrators think/have experienced related to evaluation and readiness. Will’s comment about the importance of scholarship and that it is hard work gave a nice perspective. Virginia commented on the importance of having people who will be truthful about where you are at – even if it’s not positive.
 - Not all standards are the same.
 - Honesty. Honesty about difference among our colleges etc.
 - Hearing different perspectives.
 - In general the information exchange was good.
 - I actually found myself sitting here and thinking strategically about the profile I’ve built thus far. It allowed me a moment to reflect strategically on how to finish the case in the next few years.
 - Candid answers.
 - Panelists were honest and there was a diversity of disciplines.
 - I liked the panel discussion format and using questions and answers.
 - Diverse panel.
3. How could the session be improved to be more beneficial to you?
- Perhaps more interaction with faculty.
 - I wish we had an outlet for “coaches” or someone who is not involved in NDSU to evaluate our packages & help us “plan” for the future.
 - Outside NDSU people on the board/panel.
 - Allow more time for questions; perhaps organize one forum with the provost.
 - Include a recently-promoted professor on the panel.
 - Perhaps work tables with our particular deans, chairs and/or college committees.
 - Examples of successful cases—recent ones especially.
 - Given that much of this is discipline-specific, it would have been nice to have more (mine?) disciplines represented.
 - It was cold in the room.
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.
- Excellent panel! Very helpful information.
 - I’m glad to know there will be further sessions.
 - Thank you for “tackling” a difficult topic.