

**Promotion to Professor: Tips from Experienced College PTE Committee Members
March 1st, 2011**

Attendance

Forty-seven individuals attended and 35 completed evaluations.

- 28 individuals identified as faculty and one identified as staff, and 5 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	8.3	8.8
	Agree	27	75.0	88.2
	Strongly Agree	4	11.1	100.0
	Missing Data	2	5.6	
	Total	36	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	Disagree	4	11.1	13.3
	Agree	24	66.7	93.3
	Strongly Agree	2	5.6	100.0
	Missing Data	6	16.7	
	Total	36	100.0	

As a result of my participation in this session, I will be able to implement new strategies in my own process of becoming a full professor

		Frequency	Percent	Cumulative Percent
Valid	Disagree	4	11.1	13.8
	Agree	17	47.2	72.4
	3.50	1	2.8	75.9
	Strongly Agree	7	19.4	100.0
	Missing Data	7	19.4	
	Total	36	100.0	

I would recommend this panel discussion to others

		Frequency	Percent	Cumulative Percent
Valid	Disagree	2	5.6	5.7
	2.50	1	2.8	8.6
	Agree	16	44.4	54.3
	Strongly Agree	16	44.4	100.0
	Missing Data	1	2.8	
	Total	36	100.0	

Rate the overall quality of this panel

		Frequency	Percent	Cumulative Percent
Valid	Average	9	25.0	28.1
	Above Average	19	52.8	87.5
	Excellent	4	11.1	100.0
	Missing Data	4	11.1	
	Total	36	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this panel? 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. Your suggestions will be used to structure future sessions on the promotion process to full professor.
 - How to prioritize.
 - Some good examples of excellent portfolio application might be helpful.
 - So is denial detrimental?
 - I wonder about cases where guidelines and documents are not followed by committees. What happens when there is a failure?
 - What is the relationship between (among) committees at different levels? How much weight does the department/college levels affect the university committee?
 - How can I publish?
 - How is the NDSU issue of females not making tenure?
 - Mentoring—how to find one; how to match research interests?
 - This would be more beneficial on a college level since it is hard to generalize across colleges.
 - How does promotion happen? By this, I mean to ask how the committees determine how the process unfolds—it seems a bottom-to-top process rather than an organic whole.
 - I think a workshop on “How to write your statement of context” would be useful. Show people how to work with criteria, evidence, context, etc.
 - See question before.
 - Advice for women and minorities.
 - Try to use anonymous case studies.
 - Do all people (within a department) need to follow the same path to full professor? What if I’m not motivated by prestige & stature—can I still make full professor?
 - I don’t have questions just need to know how to balance life with work.
 - More tips on preparing the application.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - If you think you’re nearly ready to go through promotion ask your head/chair.
 - Tips for putting together document.
 - When are you ready. Strategy, goal setting, lay out road map.
 - The caution to not let research percentage fall too low in position description.
 - The admission that scholarship is defined differently was good to hear.
 - Specifics—definitions of scholarship, how the committees work in their reviews of work.
 - Overview of material (PTE) from across colleges.
 - Recognition of the “isolation” of being a researcher in a specific area no one else is involved in. Also, the “mentor” program is so important.
 - The panelists were well chosen and very informative.
 - Brought things to my attention that needed to be.
 - Mark was a terrific facilitator. Questions were on point, thoughtful and provoking.
 - When the Provost talked.
 - Having the different colleges explain the 10% per-class assignment vs arbitrary assigning a percentage for teaching.
 - A number of good points brought up.
 - It was useful to hear from PTE Committee member from varied colleges.
 - Process.
 - Hearing from different colleges.
 - Good discussion and admitting flaws in process to anticipate.
 - Getting the perspective of multiple unit.
 - The qualifications of the panelists.
 - Panel was well prepared. Moderator did a nice job.
 - Diversity of panelists/disciplines represented.

3. How could the panel be improved to be more beneficial to you?
 - They were good.
 - More who are full professors who've also been involved in PTE process.
 - Perhaps in each area show examples of excellent materials.
 - Advance FORWARD has done excellent work! Thank you for the opportunity to learn about tenure and promotion!
 - Microphones.
 - Maybe have some FULL professors on panel.
 - Smaller colleges, together rather than university wide.
 - More direct answers.
 - Encourage panelists to put together a tip sheet. Also consider identifying more direct topics and suggestions. E.g. service- what's appropriate, when is too much. Teaching: strategies for documenting good teaching—materials, observations, student work, etc.
 - Follow-up notes would be useful.
 - More specific examples of past documents that were strengths and weaknesses.
 - Provide more time for general questions.
 - Not sure the reasons why one should go up for full were very convincing.
 - It was very helpful.
 - Use a microphone.

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.
 - Good job by the panel.
 - Thank you for the elegant meal.
 - Include the entire trajectory from assistant to full.
 - Not much credibility from those not having achieved PROFESSOR.
 - Need a microphone.
 - Having served in a PTE committee at the department level, I have perhaps had more information than others at my rank.
 - The FORWARD program is great. I do have the feeling that not being promoted to full professor means not making the appropriate contribution to the university.