

The FORWARD Evaluation
Promotion to Professor Panel: Tips from Newly Promoted Professors
May 3, 2011

Attendance

- Forty-six individuals attended and 33 completed evaluations.
 - Twenty-seven attendees were faculty and five identified as an administrator.
 - One was encouraged to attend by a department chair, one was encouraged by a dean, three were encouraged by a colleague, and six decided to attend themselves.
 - Eight attendees found out about the training via email and three were informed by a colleague.

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	1	3.0	3.2
	Agree	22	66.7	74.2
	Strongly Agree	8	24.2	100.0
	Missing Data	2	6.1	
	Total	33	100.0	

I feel I have acquired new skills and/or information about applying for promotion to full professor at NDSU

		Frequency	Percent	Cumulative Percent
Valid	Disagree	5	15.2	15.6
	Agree	17	51.5	68.8
	3.50	1	3.0	71.9
	Strongly Agree	9	27.3	100.0
	Missing Data	1	3.0	
	Total	33	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	Strongly Disagree	1	3.0	3.4
	Disagree	3	9.1	13.8
	Agree	14	42.4	62.1
	Strongly Agree	11	33.3	100.0
	Missing Data	4	12.1	
	Total	33	100.0	

I would recommend this panel discussion to others.

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	3.0	3.0
	2.50	1	3.0	6.1
	Agree	15	45.5	51.5
	Strongly Agree	16	48.5	100.0
	Total	33	100.0	

How would you rate the overall quality of this panel?

		Frequency	Percent	Cumulative Percent
Valid	Average	12	36.4	38.7
	Above Average	12	36.4	77.4
	Excellent	7	21.2	100.0
	Total	31	93.9	
	Missing Data	2	6.1	
	Total	33	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.
 - “Culture your image” How to do this without being seen as egotistical.
 - What about non-traditional tenure track appointments, extension, etc.?
 - Integrating multiple processes ([illegible], reviews, etc.) Also, how do people create a sense of unity in their research agenda?
 - I’m still confused about the process/criteria.
 - Once again the message was “work all day and night and weekends too.” Are there professors who have lives? Maybe they could speak.
 - It may be helpful to have assistant professors hear this information too.
 - A panel of full professors “three year after” promotion (looking back and forward).
 - Does applying later than six years from tenure have any detrimental weight on your evaluations?
 - I think getting more from known mentors who were pivotal (to a degree) in keeping a researcher/teacher on task, on track and enthused might be a good idea.
 - It would be nice to have some “non-traditional” people on the committee: people who took longer for example.
 - Role of mentor—passive or active? Diplomatically getting valuable help from committee (not just vague suggestions). Our responsibility is obvious, department support is not clear. How do you keep senior faculty from using your graduate student for their program, while you pay for them? Then they leave without publishing.
 - The handout is excellent. Thanks.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - The tip sheet was good.
 - Use annual review for a springboard to talk about full professorship.
 - Advice from Cheryl on “taking care” of other faculty.
 - Getting to know more faculty of similar rank.
 - The panelists were frank, open and expressed imperfection we need to know full professors are both excellent and human.
 - The discussion on collegiality and self/college promotion.
 - I like the idea of helping others by reaching full professor and using that position.
 - Their honest appraisal of the process.
 - Good succinct answers. Good advice.
 - Advice on several issues including self-promotion and seeking advice from outside the department.
 - To be deliberate about how you spend your time on research/teaching/service AND your private life.
 - Visibility of person, department, university to outsiders.
 - Personal examples.
 - The frank discussion on the concept of self-promotion that is a part of the equation.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?

- Specifically address promotion criteria when working up your portfolio.
- The criteria for going for full—interpret the criteria for the committee like selling a grant application.
- Don't be afraid to cultivate image and ask for help with that.
- 1. Do what you are good at 2. Cultivate your image.
- The idea that focus is necessary.
- Get started early.
- Do what you are good at.
- Prepare your timeline.
- Self promotion, seeking collaborations.
- Have weekly and long term goals to accomplish.
- How to organize dossier.
- Promote yourself and keep portfolio updated... don't wait until the moment you apply to do it.
- Do some "self promoting."
- Discussion with potential mentors in my department.
- Full professors are responsible to help others (novel). Self promotion -- it seems the loudest are the most rewarded.

4. How could the panel be improved to be more beneficial to you?

- Small groups with a few full professors.
- Microphones.
- Just fine.
- Was okay.
- They were hard to hear.
- Room has ventilation system that is noisy. Ask presenters to speak louder or have microphones.
- Invite former PTE members and department chairs to share their thoughts on promotion criteria.
- Speak louder.
- Overall this was helpful! Thanks!
- Where were the AHSS people? Many of the comments today did not relate in any way to my field.
- Hard to hear—background noise.

5. 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.

- I just appreciate the regularity of these conversations. Keeping our collective eyes on this goal.
- Great panel (+ much better than the last one.)
- Great advice.
- Once again: the message was clear: forget about balance (=family) if you want this. Sad.
- How do you get good at something, when the money isn't there and colleagues want your support, not visa-versa? How do you balance non-tenure responsibilities – not going to get out of it, so using to your advantages.