

## Promotion to Full Professor: Department Heads October 25<sup>th</sup>, 2011

### Attendance

- 32 individuals attended and 22 completed evaluations.
  - Four attendees were assistant professors, 18 were associate professors, two were full professors, one was a lecturer and seven are 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	5	22.7	22.7
	Agree	15	68.2	90.9
	Strongly Agree	2	9.1	100.0
	Total	22	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	7	31.8	33.3
	Agree	9	40.9	76.2
	Strongly Agree	5	22.7	100.0
	Missing Data	1	4.5	
	Total	22	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	8	36.4	36.4
	Agree	11	50.0	86.4
	Strongly Agree	3	13.6	100.0
	Total	22	100.0	

**My understanding of importance of applying to become a full professor has increased after today's panel.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	4.5	4.5
	Agree	13	59.1	63.6
	Strongly Agree	8	36.4	100.0
	Total	22	100.0	

**I would recommend this panel discussion to others.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	3	13.6	13.6
	Agree	13	59.1	72.7
	Strongly Agree	6	27.3	100.0
	Total	22	100.0	

**Rate the overall quality.**

		Frequency	Percent	Cumulative Percent
Valid	Below Average	1	4.5	5.0
	Average	8	36.4	45.0
	Above Average	8	36.4	85.0
	Excellent	3	13.6	100.0
	Missing Data	2	9.1	
	Total	22	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. Your suggestions will be used to structure future sessions on the promotion process to full professor.
  - What can be put in place to ensure consistency is applied to the PTE process in promoting individuals to full professor?
  - What is the culture of our school toward promotion?
  - Am still processing...will think of something in middle of night.
  - How to know when I am ready to apply?
  - The session description stated that the focus would be on how faculty can know when they are ready to apply for promotion from a department chair's perspective. This wasn't really addressed and this is why I came today.
  - This panel should have occurred after tomorrow's [Provost] Forum.
  - Dept. stature vs. evaluation. Size of program vs. values of dept.
  - Importance of grant funding.
  - I'd be interested in learning whether a) the faculty know about developmental leave b) are encouraged to take it c) do actually take it (given personnel shortage).
  
2. What do you think were the most helpful or valuable aspects of the panel you attended today?
  - Reasons to become a full professor.
  - Personal experiences shared.
  - To become associate prof-→ focus & specialize; to become full professor-→ broaden – more service opportunities, etc...
  - Very different areas and perspectives.
  - Promotion to full is more than personal issue. It's to serve our school.
  - Take home message – every department/expectations are different and much is will and be 'individualized.'
  - A focus and emphasis on leadership. Recognizing the diversity of standards and culture across departments.
  - Expressed value to leadership contribution.
  - Thoughtful panelists.
  - Chairman perspective.
  
3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
  - Planning – lots of demands but promotion is possible.
  - Balancing professional and family life.
  - A reminder that the flexibility of academe is a huge plus- I agree.
  - I liked Greg's final comment about attaining and assessing goals and identity goal barriers.
  - Still trying to find one.
  - Maintain the momentum.
  - Need a mentor, not competition.
  - Planning.
  - Keep the momentum going.
  
4. How could the panel be improved to be more beneficial to you?
  - Panelists were great and did a good job providing their experience, advice, ideas, areas for change, etc. It was heartfelt in most cases and much appreciated.
  - The description of this session and the questions actually asked differed – I would have enjoyed hearing the panelist answer the questions in the email advertising this session. I also would have appreciated some gender diversity on the panel. Finally, the panelist did not answer the questions that Dr. Peterson asked.
  - Good idea with the panel but perhaps this would be more informative if available for each college so that questions can be more specific and the answers more appropriate.
  - More chairs from different departments.
  - Joint appointments.

5. We are considering recording the promotion to full professor sessions so others who could not attend could watch them. What are your thoughts, in general, about the sessions being recorded? Would you ever access such recordings?
- Fine if people want it but I don't think many would watch.
  - A good idea; yes I'd access such recordings.
  - Sounds good.
  - I think it is a great idea and yes I would access those I miss and maybe review some I'd participated in.
  - Good idea. If I couldn't attend, I would probably at least start watching/ listening to the recording.
  - I would access them when preparing for promotion.
  - That would be better. I couldn't attend the last one because of a meeting conflict.
  - Yes.
  - I would probably not access recording due to lack of time.
  - I would not access these recordings. I don't object to recording.
  - Good idea. I would.
6. 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.
- Useful panel. Question: How to navigate environment in Dept. if not positive?
  - A rather stunning level of oblivion in regard to different experience of male & female faculty (from the Business faculty member).
  - Bring the provost to this type of panel discussion.
  - I would like to see more screening or selecting of the panelists – these panelists did not offer diverse perspectives. All panelists at minimum should understand the current climate issues at NDSU.
  - Idea for another session: case studies of both successful and unsuccessful applicants for promotion and what factors were decisive.
  - I think it would be important to have panelists with some knowledge about issues of gender inequality. I was disappointed w/ one of panelist's lack of knowledge/ignorance of these issues. The panel completely ignored the question of the influence of the lack of gender diversity on women. Better research on panelists is needed at a FORWARD sponsored event.
  - How ironic – a Forward program with 5 males as panelist.
  - Balance is subjective and various interpretations.
  - The university needs to revisit the sabbatical policy. Some departments are so short of people that developmental leaves are impossible to take!
  - Some of these chairs seemed not very clear on criteria for PTP.