

**Promotion to Professor Panel:
Tips from Experienced College PTE Committee Members
February 28th, 2012**

Attendance

- 29 individuals attended and 21 completed evaluations.
 - All attendees identified as faculty members.

Quantitative Results from the Evaluation Form

I feel that my understanding of preparing materials for promotion to full professor at NDSU has improved after today's panel.

	Frequency	Percent	Cumulative Percent
Valid Agree	15	71.4	75.0
Strongly Agree	5	23.8	100.0
Missing Data	1	4.8	
Total	21	100.0	

I feel I have acquired new skills and/or information about preparing materials to apply for promotion to full professor.

	Frequency	Percent	Cumulative Percent
Valid Disagree	2	9.5	10.0
Agree	14	66.7	80.0
Strongly Agree	4	19.0	100.0
Missing Data	1	4.8	
Total	21	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	1	4.8	6.3
Agree	12	57.1	81.3
Strongly Agree	3	14.3	100.0
Missing Data	5	23.8	
Total	21	100.0	

I would recommend this panel discussion to others.

	Frequency	Percent	Cumulative Percent
Valid 2.50	2	9.5	9.5
Agree	10	47.6	57.1
Strongly Agree	9	42.9	100.0
Total	21	100.0	

Rate the overall quality.

	Frequency	Percent	Cumulative Percent
Valid Average	9	42.9	45.0
Above Average	7	33.3	80.0
Excellent	4	19.0	100.0
Missing Data	1	4.8	
Total	21	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.
 - If we now have a ‘platter’ of responsibilities, how do we have any kind of personal life?
 - If you apply for full professorship and get denied, what are the consequences and when can you reapply?
 - Variation within colleges – Architecture/Mechanical Engineering, etc.
 - How much higher/more above PTE requirements do you have to do to earn full professor?
 - Does teaching incorporate assessment of student learning.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - Tried to glean something from the other colleges.
 - Moderator reminded individual speaker of university’s or university-wide perspective.
 - The diversity of experiences.
 - Experiences shared by those who have gone through the process.
 - Glaring deficiencies in portfolios.
 - Openness.
 - Differences of approach to tenure.
 - Prof. Hinz should have been alone on this panel.
 - Reminder that we have a great job.
 - Variation among colleges is great.
 - Very clear ideas & the facilitators was great!
 - Very knowledgeable panelists.
 - Variety.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - We have a platter not a plate full of things to do.
 - Differing conceptions of service (not just have to evaluate it – more of ‘how to define it.)
 - Include activities mentoring a e.g. MacNair scholar.
 - What was stated by Provost.
 - Use introduction as an abstract.
 - Don’t Bullshit to PTE.
 - Changing Trajectory after associate was a good idea ‘something new.’
 - Make connection between students & teaching. Need to become national leader.
 - Optimism.

4. How could the panel be improved to be more beneficial to you?
 - If you’re going to have college PTE representatives at least have one from each college.
 - Someone (panelist) from the humanities. Reflections on what the process was like in the 1970s only minimally helpful (It’s great for perspective, though).
 - Other than Hinz others were useless.
 - The female was the only panelist who was an associate professor. Demonstrates continued lower outcomes for women. 20 yrs as associate should not be acceptable.
 - No suggestions.
 - Discipline specific.