

***Promotion to Professor Panel: Tips from Newly Promoted Professors***  
**May 1<sup>st</sup>, 2012**

Attendance

- 40 individuals attended and 28 completed evaluations.
  - Twelve attendees were associate professors, five were assistant professors, four were full professors, six were administrators, and one attendee did not specify a role.

Quantitative Results from the Evaluation Form

**My understanding of the process and criteria for promotion to full professor at NDSU has improved after today's panel.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	3.6	3.6
	2.50	1	3.6	7.1
	Agree	15	53.6	60.7
	Strongly Agree	11	39.3	100.0
	Total	28	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	1	3.6	3.7
	Agree	14	50.0	55.6
	3.50	1	3.6	59.3
	Strongly Agree	11	39.3	100.0
	Missing Data	1	3.6	
	Total	28	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	3.6	5.0
	Agree	7	25.0	40.0
	Strongly Agree	12	42.9	100.0
	Missing Data	8	28.6	
	Total	28	100.0	

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

		Frequency	Percent	Cumulative Percent
Valid	Agree	7	25.0	25.0
	Strongly Agree	21	75.0	100.0
	Total	28	100.0	

**Rate the overall quality.**

		Frequency	Percent	Cumulative Percent
Valid	Average	6	21.4	21.4
	Above Average	12	42.9	64.3
	Excellent	10	35.7	100.0
	Total	28	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.
  - Is there a checklist of what is the ‘bar’ to reach full professor status?
  - How do you address difficult situations without jeopardizing your promotion? It appears the standards have changed after four to five years in.
  - What are your personal tips?
  - What is the role of establishing a national or international reputation as promotion is approached?
  - The questions asked by the facilitator were good. Could also ask ‘what do you wish others had told you?’
  - I would have liked to have heard them discuss work-life balance issues at more length.
  - Were there any mis-steps or mistakes made along the way? Things to avoid.
  - Any negative experiences they may have had & how they overcame.
  
2. What do you think were the most helpful or valuable aspects of the panel you attended today?
  - Personal encouragement from panel members.
  - The personal experience shared.
  - Importance of mentoring also for associate professors and thinking about one’s long range plan. The importance of the childcare center to one’s career.
  - Encouragement by panelists. Good info on mentorship & having people who will be honest about what is needed.
  - The need to for colleagues who care and actively participate in your success, rather than their success, not wait until you submit.
  - Tips at the end.
  - Their honesty and candidness.
  - Make sure you (check) requirements of how to put it together.
  - Hearing about finding a mentor.
  - Good questions from the moderator.
  - Start planning now; set goals; seek mentorship; know the requirements.
  - Different perspectives from panelists.
  - Listening to the panelists discuss their experiences and strategies. I particularly appreciated their reference to the support and mentoring received from FORWARD.
  - Preparation and balance.
  - It was interesting to hear the tips and points of view of new professors.
  - Very honest – panelists. Very good questions for panelists.
  
3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
  - Start early with the documentation.
  - The importance of departmental collegiality and family to one’s professional well-being.
  - Where were the mentors when I needed them?
  - Go to all pedagogical meetings. Find a mentor.
  - Prepare well in advance and get critics from a mentor, who will tell the truth.
  - Seek the input of others/mentors both at NDSU & around the country.
  - Find a mentor.
  - Just a reminder to start on the process early & protect your research time.
  - Electronic records. Keeping an electronic record of all my professional activities – beyond CV, but specific activities that I participate in.
  - Guard my time.
  - Involve others: dept. head, mentors, colleagues.

4. How could the panel be improved to be more beneficial to you?
  - Great panel.
  - We all don't have the resources and support.
  - So much of the panel was about process and not much about building a career that merits promotion.
  - Allow for more question and answer time with the audience – I think the session would have benefitted from being more dialogic.
  
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.
  - It was very gracious of one professor to recognize the importance of FORWARD!
  - Great that we have 3 women eligible to serve on the panel.
  - I prepared for national participation after promotion only to find they want it before.
  - It would be beneficial to me if FORWARD would offer a workshop on creating your statement of context.
  - It is sad, and an unfortunate commentary on the professoriate, that requesting promotion to professor is such an ordeal.
  - It was nice to hear the panel talk about all of their activities & demands, including hobbies & family during introductions.
  - The panel members gave very thoughtful responses to the questions posed to them.
  - Very good panel.