

***Promotion to Professor: Tips for Putting Together your Portfolio
from a College PTE Perspective
February 14, 2013***

Attendance

- Forty three individuals attended and 29 completed evaluations.
 - Twenty three (79.3%) reported being faculty, five (17.2%) administrators, and one (3.4%) as a student.

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
Disagree	1	3.4	3.7
Agree	13	44.8	51.9
Strongly Agree	13	44.8	100.0
Missing Data	2	6.9	
Total	29	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	4	13.8	14.8
Agree	10	34.5	51.9
Strongly Agree	13	44.8	100.0
Missing Data	2	6.9	
Total	29	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
Disagree	2	6.9	9.5
Agree	8	27.6	47.6
Strongly Agree	11	37.9	100.0
Missing Data	8	27.6	
Total	29	100.0	

I would recommend this panel discussion to others

	Frequency	Percent	Cumulative Percent
Agree	9	31.0	34.6
Strongly Agree	17	58.6	100.0
Missing Data	3	10.3	
Total	29	100.0	

How would you rate the overall quality of this panel?

	Frequency	Percent	Cumulative Percent
Below Average	1	3.4	3.8
Average	2	6.9	11.5
Above Average	12	41.4	57.7
Excellent	11	37.9	100.0
Missing Data	3	10.3	
Total	29	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 much information should I provide about the journals I published in? Where does this information go in my packet?
 - I feel some of the panelist gave suggestions that are contrary to NDSU policy.
 - I would like to see more prepared or focused presentations by the panel.
 - Tips for how to address ambiguity of criteria.
 - The challenge of the 1 inch binder. How do you get all that info in there?!
 - To what extent do the various college criteria differ from the university policy on promotion to full professor? Is developmental leave very helpful to receiving promotion?
 - How do you validate the information on the vitae or portfolio? Faculty can write anything if they perceive they are active in a certain area.
 - An outside speaker may help shape or promote our future directions and plans.
 - Total process – but I got hints as to where to look.

2. What do you think were the most helpful or valuable aspects of the panel you attended today?
 - I really appreciated the audience could provide written question and that members of the audience could share verbally.
 - Examples and shared experiences.
 - Q & A was good. Panelists were thoughtful and provided good answers.
 - Focus on accomplishments since tenure.
 - Start early. Make sure you have support within your department.
 - Understand the whole process.
 - None.
 - Q&A – very good discussion.
 - Multiple field perspective.
 - Interesting info on impact factors etc.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - Include impact but explain for field.
 - Two pronged process – peers and admin and need to get feedback at both levels prior to deciding to submit your portfolio.
 - Start early.
 - Precise and concise.
 - Precise, concise.
 - Start early and tips – as I go along.
 - Understanding the benefits of multiple layers of review to help reduce bias.

4. How could the panel be improved to be more beneficial to you?
 - Please continue to find women full professors to be on these panels. I really appreciate your efforts to get diverse panelists. I liked that a woman moderated the panel. I appreciate Dean Clark's comments at the beginning.
 - It would be interesting to have panels that are distinct to each college for a more nuanced view.
 - Focus on things that are different from tenure package, we all did a portfolio already that did happen earlier.
 - There was no discussion of the differences between Associate and Full professor. Isn't there a different emphasis before and after tenure?
 - I think NDSU needs to review what is done at peer institutions. I keep hearing there is not a timeline for promotion which I had always been informed at other institutions it was 7-8 years. We have too many faculty who are in the same position for 20+ years and are not productive. Why do we want to keep them when we could have productive, progressive thinking faculty. I am tired of hearing how faculty cannot be held accountable for scholarship yet it is included in their workload. It is embarrassing as a professional.

- Try to think futuristically – what are going to be important aspects in 5 or 10 years related to promotion.
- No comment – it was good.
- People of color should be invited.

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.

- Good panel.
- I really appreciate the diversity of the panel and the panelists experience at department, college, and university levels.
- The food line will move more quickly if you set the table so two lines can form on both sides.
- The moderator added her opinion rather than facilitating responses.
- Thank you for offering this!

Questions from audience:

- As the PTE committee at what point in the process is the content or certain items in the portfolio validated? Do you expect the contents to be accurate/honest? (authorship, grants, etc.)
- Do impact factors from journals should be indicated? How about impact factors of publications – H factor, Web of Science or Google scholar researcher's impact.
- Is there an impact factor below which the journal is not legitimate to cite? What are your thoughts on the need for, or importance of, post-tenure review?
- Is it possible to wait too long to submit a dossier? Can it be viewed negatively by evaluators if the applicant waits a significant period of time between tenure and application for promotion to full professor?
- Is there a motion to include external reviewers in promotion to full professor process?
- To what extent is publishing a book important to promotion to full professor?
- Should we report citations?
- How would you recommend explaining/contextualizing long-term, multi-publication, cross-institutional research partnerships?
- Colleagues support: What if you know or suspect you don't have that regardless of your portfolio? Personal bias.
- How are educational publications valued?