

**Promotion to Full Professor Session: Trends Related to Promotion to Professor
March 12th, 2014**

Attendance

Forty-three individuals attended the training, one was the presenter and one was the moderator. Of those 43 individuals, 32 completed evaluations.

- Of those who completed evaluations, five (15.6%) identified as administrators, six (18.8%) as full professors, 13 (40.6%) as associate professors, three (9.4%) as assistant professors, two (6.3%) as visiting professors/scholars, one (3.1%) as a post-doc, and one (3.1%) participant identified as a research associate.

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 session.

	Frequency	Percent	Cumulative Percent
Disagree	2	6.3	6.3
Agree	16	50.0	56.3
Strongly Agree	13	40.6	96.9
Not Applicable	1	3.1	100.0
Total	32	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	5	15.6	15.6
Agree	14	43.8	59.4
Strongly Agree	9	28.1	87.5
Not Applicable	4	12.5	100.0
Total	32	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	6.3	6.3
Agree	12	37.5	43.8
Strongly Agree	8	25.0	68.8
Not Applicable	10	31.3	100.0
Total	32	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
Disagree	4	12.5	12.5
Agree	9	28.1	40.6
Strongly Agree	8	25.0	65.6
Not Applicable	11	34.4	100.0
Total	32	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Disagree	5	15.6	16.1
Agree	10	31.3	48.4
Strongly Agree	16	50.0	100.0
Missing Data	1	3.1	
Total	32	100.0	

How would you rate the overall quality of this session?

	Frequency	Percent	Cumulative Percent
Below Average	3	9.4	9.4
Average	10	31.3	40.6
Above Average	11	34.4	75.0
Excellent	8	25.0	100.0
Total	32	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this session? 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 do you know when your three “buckets” are filled?
 - It is unfortunate the Provost chose to provide limited information on trends when there are so many across the county in higher education.
 - How will expectations change when a new provost arrives?
 - Hopefully the new provost has the same vision.
 - Can provost make arbitrary criteria?
 - How determine the pail size you are supposed to fill. Each discipline and even within disciplines, productivity or professional record is unique and cannot be compared.

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - The questions. I wish the Provost would have been more focused with his answers so we could have gotten to more questions.
 - I can compare the differences between my university and NDSU.
 - Clarification of trends to full professor.
 - Q & A session was more helpful than the Provost’s general comments.
 - Trend – analyticals – thought provoking.
 - “Fill all the pails.”
 - Reminding me that this is a goal I should strive for and I should not give up.
 - Realize where there is flexibility in one’s portfolio.
 - Insights about national trends and accessibility of tools to assess impact.
 - The discussion of the buckets.
 - The focus on concept and trend, rather than on explicit criteria – sets a better foundation for participation in a PTE committee.
 - Ways to talk about international involvement. “Baby Docs” as a term for newly minted PhDs.
 - Focus on what you need to improve mostly.
 - NDSU is a national player and expectations have become very high and we must measure up to peers.
 - Excellent articulation by Bruce Rafert on promotion to full professor.
 - To hear the Provost’s perspective.
 - Not much because most of it I have heard before. I do not think the Provost is an authority in the topic.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - To fill the three buckets.
 - How to better mentor colleagues on their respective paths to full promotion.
 - It was depressing.
 - How to know when you are ready to go up for full professor.
 - Criteria in service.
 - Choose external reviewers thoughtfully. Need to fill all three pails.
 - National perspective.
 - Cannot be punished for timeline.
 - Leadership.
 - Strive for excellence. Listen to what Provost Rafert talked about. He gave great tips.
 - Do the best you can on your field, that’s the best preparation you can have.

4. How could the session be improved to be more beneficial to you?
 - I wish the Provost would have shortened his comments so there was more time for question and answers. His opening remarks were not very helpful but the Q & A was much more helpful.
 - Be clear about national requirements for teaching.
 - Too non-specific.
 - More voices.
 - Viewpoints of Deans, not just Provost who is leaving.
 - Bring more visionary people like Rafert.
 - It is annoying that [name removed] shows up at this event. He has right to as a faculty but just very annoying. He is of no consequence any more.
 - More speakers, external PTE members to see their view on trends

5. Please provide any additional comments you have about today's session discussion and/or the FORWARD program in general below or on the back of this page.
 - Helpful to hear the Provost's perspectives on promotion. Thanks!
 - Rafert is the best provost NDSU ever had. Sorry to see him leave.
 - Bruce Rafert is an exceptional provost with clear vision of scholarship. I hope next one has these ideas.
 - More question cards.

Questions submitted before and during the session:

- What position, if any, is occupied in the consideration for promotion by "non-traditional" scholarship, e.g., patents, mentoring of spin-off companies, etc.?
- Leadership requirement for promotion. What is that?
- Should tenure-track associate professor go for tenure and promotion to full professor at the same time?
- External letters – what to do if in narrow field and collaborate with all national peers?
- Is the concept of tenure going to become obsolete?
- If none of the documents (department level, college level, or university level) have a requirement for time in rank, can applicants be punished – or expected to have extra publications about the department expectations? For example – if they apply for promotion prior to the fifth year as associate professor? Can applicants be denied promotion on the basis of time in rank?
- What role does "time in rank" play in the decision to grant an individual promotion to full professor?
- What are the consequences to an individual who applies for promotion to full professor and then is turned down? What happens when that individual applies again in the future?
- [With regard to PTE] Can you talk a little bit about the international piece and what that looks like?
- Can I just flip that [international piece] over? Can you interpret how the expansion of the land grant might play into the promotion context?
- Isn't it the case what we only provide names for letters [of recommendation] and don't actually solicit the letters?