

Promotion to Professor Session: Promotion of Academic Administrators
October 2, 2014

Attendance

Thirty-seven individuals attended the panel discussion and 25 completed evaluations.

- Of those who completed evaluations, one (4.0%) identified as staff, two (8.0%) as administrators, three (12.0%) as assistant professors, 12 (48.0%) as associate professors, three (12.0%) as full professors, one (4.0%) as a professor of practice, one (4.0%) as both an assistant professor and a professor of practice, one (4.0%) as both a full professor and an administrator, and one (4.0%) as both an associate professor and administrator.
- Additionally, 13 (52.0%) identified as currently serving in an administrative role.

Quantitative Results from the Evaluation Form

My understanding of the challenges associated with balancing an administrative role and progressing to promotion to full professor has improved after today's session.

	Frequency	Percent	Cumulative Percent
Agree	13	52.0	52.0
Strongly Agree	12	48.0	100.0
Total	25	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	1	4.0	4.0
Agree	14	56.0	60.0
Strongly Agree	9	36.0	96.0
NA	1	4.0	100.0
Total	25	100.0	

As a result of my participation in this session, I will be able to implement new strategies in my own process toward becoming a full professor.

	Frequency	Percent	Cumulative Percent
Disagree	1	4.0	4.0
Agree	12	48.0	52.0
Strongly Agree	7	28.0	80.0
NA	5	20.0	100.0
Total	25	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	3	12.0	12.0
Agree	9	36.0	48.0
Strongly Agree	7	28.0	76.0
NA	6	24.0	100.0
Total	25	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Agree	6	24.0	24.0
Strongly Agree	19	76.0	100.0
Total	25	100.0	

How would you rate the overall quality of this session?

	Frequency	Percent	Cumulative Percent
Average	2	8.0	8.3
Above Average	12	48.0	58.3
Excellent	10	40.0	100.0
Missing Data	1	4.0	
Total	25	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.
 - Hard worker vs. leader – not always the same.
 - How to negotiate with load of teaching with authority.

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - Experiences of the panelists.
 - Learning that others have flexible ideas.
 - The panelists did a great job with the questions and Dean Clark Johnson asked excellent questions.
 - Multiple perspectives.
 - Practical tips.
 - Getting everyone's personal perspective.
 - Good living examples of how to succeed under the condition of being an administrator.
 - How important to balance the loads.
 - Discussion on workloads and negotiation.
 - "Experience is over-rated."
 - The different strategies that were detailed.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - If in an administrative role, make sure to have a clear description of the expectations.
 - Well, going forward job descriptions will be a key route for me.
 - MOU of expectations.
 - I will seek a clear job description in my position and talk about developing a statement of mutual expectations with my department head.
 - Find your passion – negotiate and ask.
 - Tips on balancing and compartmentalizing.
 - Ask for what you need. Get a senior, male, full-professor to do it.
 - More time or make time to write papers beside my heavy teaching loads.
 - Be proactive to ask for help.

4. How could the session be improved to be more beneficial to you?
 - Practical questions were answered with how it "should be," not how it is.
 - Diverse members in the committee. I really liked Betsy's perspective to no time limit for promotion.

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.
 - [Comment on qualitative question: As a result of my participation in this session, I will be able to implement new strategies in my own process toward becoming a full professor.] Disagree: Too late.
 - [Comment on quantitative question: Do you currently have an administrative role?] Yes: 10% appointment.
 - Leung.
 - Like to attend more of this type of meetings.
 - Excellent questions and panelists.

6. Questions from audience:

- Question about the timing of things – I have some impressions and would like your feedback. Taking an administrative role as an associate will delay promotion – true? Six years is a normal waiting period; there is a minimum; is there a maximum waiting period? Can one take “too long?” What are thoughts on these things?
- What advice would you have for me as a supervisor of an associate profession in a leadership role to help that person keep up and get promoted?
- Is it a disadvantage to wait too long? If six years is “normal” does the opportunity diminish after 12 years?