

**Promotion to Professor Session
November 13th, 2014**

Attendance

Thirty individuals attended the training and 23 completed evaluations.

- Five (21.7%) identified as administrators, two (8.7%) as assistant professors, 12 (52.2%) as associate professors, one (4.3%) as a full professor, one (4.3%) was a professor of practice, and one (4.3%) as an administrator and full professor.

Quantitative Results from the Evaluation Form

My understanding of the different responsibilities and expectations of a full professor compared to an associate professor has improved after today's session.

	Frequency	Percent	Cumulative Percent
Agree	13	56.5	56.5
Strongly Agree	10	43.5	100.0
Total	23	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
Agree	14	60.9	60.9
Strongly Agree	6	26.1	87.0
Not Applicable	3	13.0	100.0
Total	23	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	4.3	4.5
Agree	7	30.4	36.4
Strongly Agree	9	39.1	77.3
Not Applicable	5	21.7	100.0
Missing Data	1	4.3	
Total	23	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
Agree	8	34.8	36.4
Strongly Agree	9	39.1	77.3
Not Applicable	5	21.7	100.0
Missing Data	1	4.3	
Total	23	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Agree	12	52.2	54.5
Strongly Agree	10	43.5	100.0
Missing Data	1	4.3	
Total	23	100.0	

How would you rate the overall quality of this panel?

	Frequency	Percent	Cumulative Percent
Average	4	17.4	20.0
Above Average	9	39.1	65.0
Excellent	7	30.4	100.0
Missing Data	3	13.0	
Total	23	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.
 - Need to be clear about the variety of criteria on campus because of differences in discipline.
 - Brenda H. is a rockstar!! ☺
 - Most questions answered.
 - How you balance personal life with work life.
 - Better understanding of the process.

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - Hearing the different perspectives and the consistent themes across disciplines.
 - The progression – focus – can pick and choose and relationships.
 - Personal stories/opinions of persons who have gone through this.
 - Hearing about the importance of relationships in the process and in satisfaction.
 - The open dialogue of the panel.
 - Ekalak's analogy of his expanding footprint is something I will remember.
 - Good to have panelists all from different colleges.
 - Very good presentations by the panelists.
 - Important parameters required for promotion to full professor.
 - It is important to engage in leadership to move next level.
 - Paul Rokke's reflective comments were very insightful.
 - Stay out of administration until you have attained full.
 - Different options are helpful.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - Keep momentum going – Relationships key.
 - To examine each opportunity and decide if it is my best interest.
 - Honoring the work I already do.
 - Keep working toward full professor after tenure and promotion to associate professor.
 - Not to get into administrative role too early.
 - After promotion to associate, stay engaged, connected to your department, colleagues; Get advice from your chair on a regular basis.
 - Don't slow down.
 - Leadership and service.
 - Get 500,000 grant in humanities.
 - Prepare for more administrative responsibilities.
 - Visit regularly with department head about promotion process.

4. How could the session be improved to be more beneficial to you?
 - It was good – nice mix of departments/colleges.
 - Cheryl should have monitored the time better.
 - Withdrawing from your department is a solution, not a problem.

5. Please provide any additional comments you have about today's session and/or the FORWARD program in general below or on the back of this page.
- I think it's important to remind people that each department has different expectations.
6. Questions from audience during presentation.
- How did you know that you were ready to go from associate to full?
 - What is the difference you see in the impact between fundamental and applied research?
 - Some people worry about the impact of associate professors as chairs having to make decisions impacting people who will be voting on their promotion. Do you see this as a real fear?
 - What level (department, college, university, or national) is most important?
 - Is funding in all colleges or just specific ones?
 - In retrospect, is there anything you spend too much time on? Is there anything you wish you could have spent more time on?