

FORWARD

Promotion to Professor Panel: Tips from Newly Promoted Professors March 24th, 2015

Attendance

Thirty-one individuals attended the training and twenty three completed evaluations.

- Six (26.1%) identified as administrators, four (17.4%) as assistant professors, nine (39.1%) as associate professors, one (4.3%) as a full professor, one (4.3%) as a professor of practice, and two (8.7%) did not reply.

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	6	26.1	26.1
Agree	15	65.2	91.3
Strongly Agree	2	8.7	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
Strongly Disagree	1	4.3	4.3
Disagree	4	17.4	21.7
Agree	12	52.2	73.9
Strongly Agree	1	4.3	78.3
Not Applicable	5	21.7	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	2	8.7	8.7
Agree	15	65.2	73.9
Strongly Agree	1	4.3	78.3
Not Applicable	5	21.7	100.0
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
Strongly Disagree	1	4.3	4.3
Disagree	3	13.0	17.4
Agree	13	56.5	73.9
Not Applicable	6	26.1	100.0
Total	23	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Strongly Disagree	1	4.3	4.3
Disagree	3	13.0	17.4
Agree	16	69.6	87.0
Strongly Agree	3	13.0	100.0
Total	23	100.0	

How would you rate the overall quality of this session?

	Frequency	Percent	Cumulative Percent
Below Average	4	17.4	18.2
Average	12	52.2	72.7
Above Average	5	21.7	95.5
Excellent	1	4.3	100.0
Missing Data	1	4.3	
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.
 - Can you expedite/accelerate the cycle of tenure (from assistant to associate to full)?
 - For a broad panel I would like to know a bit more at above the individual/department level. This may be more beneficial to have a college panel with dean about more targeted approach.
 - Make sure panelists are prepared...one speaker seemed to have no idea about process.

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - Amy being on the panel.
 - Some tips from the panelists regarding managing work after tenure.
 - Balancing work and social life.
 - Avoid such sessions.
 - Build relationship. Get students feedback at the midterm, talk to students before class.
 - First time I have heard the term “unwritten” guidelines as part of PTE guidelines – also write statement of context as though readers don’t understand field.
 - Criteria/qualities of getting tenure.
 - Personal experiences and narratives about the promotion process in different departments.
 - Learn from specific experiences in different academic units.
 - If load is different than contract have signed document with chair for translations.
 - Good emphasis on “unwritten rules” and increase the feedback. Peggy – student opinion survey – good point about multiple sources on teaching.
 - Sean’s example of tactical and strategic planning activities was helpful. Appreciate that they talk about work-life balance.
 - Recently promoted faculty from across the university presenting their perspectives.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - Make a mutual agreement with the department chair if given administrative role or take on special assignment.
 - Don’t take your office home.
 - Getting really accomplished persons. At least two of the panelists appeared surprised to be in the panel.
 - Get others to evaluate your portfolio – outside of the department.
 - Tell people what you do, so they understand what you do (your research, service, teaching). Know the unwritten criteria, ask people in your department to help you understand written/unwritten expectations.
 - Be explicit about your achievements research/service/teaching all important. Unwritten conditions of tenure.
 - Talk to PTE committee(s) and chair to get a sense of your progress toward promotion to full professor.
 - Cultivate relations; keep colleagues informed of your work.
 - Communicating difference in load.
 - Remind people to pay attention to suggestions in letters of evaluation – seems obvious but sometimes not attended to.

4. How could the session be improved to be more beneficial to you?
 - The discussion of “unwritten” criterion at a FORWARD event is very discouraging as “unwritten” criteria requirements introduce a large amount of gender inequity and/or bias into the process.
 - PTE committee members should be invited on how they evaluate the portfolios.
 - Have panelists who talk at level that takes NDSU to the national level.

- It's great!!
 - Get panelist from PTE committee member. Include power point to compare successful vs. failure.
 - Keep meetings up.
 - See number 8 above: [For a broad panel I would like to know a bit more at above the individual/department level. This may be more beneficial to have a college panel with dean about more targeted approach.] Give questions to panelists when inviting – they didn't have a lot of insight of things for strategy.
 - Panelist that have been associate professors for extended period. Everyone on panel was on a "traditional" clock.
 - This was perhaps the least insightful panel discussion I've attended in this series. Also moderator failed to probe strategies.
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.
- I wish issues of gender equity would be directly addressed on these panels and panelists would be selected based on an ability to discuss gender equity.
 - Organize the questions better (or frame the questions better). I don't want to hear a person's day's activity.
 - An awesome group!
 - Better coordinator.
 - Panelist selection: none of the four represented a typical path.
 - Very good facilitator and panelists!
6. Questions from participants
- What's the criteria for promotion to full professor in your department?
 - [For Amy] Role expectations: What happens when the agreement you signed with your department head doesn't match PTE guidelines for the department? You meet the chair expectations but not the PTE committee?
 - Do you get annual evaluations as an associate professor from your PTE committee or just from your department head?
 - For promotion, student evaluation is important. Then how make students like your teaching?
 - How do you find out if department is supportive of your promotion? Do you talk to PTE committee or head/chair?
 - What are the signs/indications probably you should work harder for your tenure?