

FORWARD

Promotion to Professor Panel: Promoting a Culture of Support for Promotion to Professor April 21, 2016

Attendance

Thirty one individuals attended the training and 25 completed evaluations.

- Four (16.0%) identified as assistant professors, nine (36.0%) as associate professors, four (16.0%) as full professors, five (20.0%) as administrators, and one (4.0%) as an associate professor of practice. Two (8.0%) did not respond to the question.

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	1	4.0	4.0
Agree	12	48.0	52.0
Strongly Agree	11	44.0	96.0
Not Applicable	1	4.0	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
Agree	13	52.0	52.0
Strongly Agree	8	32.0	84.0
Not Applicable	4	16.0	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
Agree	6	24.0	24.0
Strongly Agree	13	52.0	76.0
Not Applicable	6	24.0	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
Agree	10	40.0	40.0
Strongly Agree	10	40.0	80.0
Not Applicable	5	20.0	100.0
Total	25	100.0	

I would recommend this session to others.

	Frequency	Percent	Cumulative Percent
Agree	10	40.0	40.0
Strongly Agree	15	60.0	100.0
Total	25	100.0	

How would you rate the overall quality of this session?

	Frequency	Percent	Cumulative Percent
Above Average	12	48.0	52.2
Excellent	11	44.0	100.0
Missing Data	2	8.0	
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.
 - What is the university's PTE committee members' opinion on these same topics currently?
 - Is it possible for a "pre-review" process for full like we do to associate?
 - How to merge promotion concepts between two departments.
 - More emphasis on hard work and less on gamesmanship.
 - Are there any red flags that make promotion difficult?

2. What do you think were the most helpful or valuable aspects of the session you attended today?
 - Variety of attendees' ranks helped to promote good discussion.
 - Criteria for becoming a full professor.
 - The table conversations and hearing others' questions.
 - Time to talk.
 - I liked the round table format and then reporting out.
 - Ideas for promotion.
 - Ideas generated from multiple disciplines.
 - Length of time to discuss with table was great.
 - Good discussion at our table – variety of perspectives from various colleges/departments. Reporting out also helpful. Good format overall.
 - Hearing advice from full professors and associate faculty.
 - Group talk with people with similar questions.
 - Hearing from those who are currently full professor.

3. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?
 - Focus a "niche" for publishing and say no to administration if it will cause problems with publishing.
 - To be leadership in research, teaching and service.
 - Telling totality of practice.
 - Just really good reminders about how to move forward.
 - The importance of qualitatively supporting your own work.
 - Importance of being strategic.
 - Be strategic about publication locations.
 - Visit with current professor and ask them to provide me with feedback on my CV.
 - Prepare portfolio early.

4. How could the session be improved to be more beneficial to you?
 - Involve input from those who have recently, or are currently serving on a PTE committee.
 - Having recent full's share their "seeking advice" process.
 - Clear instructions whether to sit at a table with members of the same college, or separate colleges.
 - I'm guessing this was heavily science and math focused. Was it advertised as such?

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.
 - Could you please
share all of the ideas presented via email?

6. Questions from audience:
 - Would being on a general editorial board be looked on positively? As an administrator?
 - What is the expected number for funding? Is there a certain amount?