

Promotion to Professor Panel: Tips from Academic Deans and Department Heads February 20, 2018

Attendance

29 individuals attended and 13 completed evaluations.

Quantitative Results from the Evaluation Form

1. My understanding of the process and criteria for promotion to full professors at NDSU has improved after today's panel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	7.7%	7.7%	7.7%
	Disagree	1	7.7%	7.7%	15.4%
	2.5	1	7.7%	7.7%	23.1%
	Agree	7	53.8%	53.8%	76.9%
	Strongly Agree	3	23.1%	23.1%	100.0%
	Total	13	100.0%	100.0%	

2. I feel I have acquired new skills or information about preparing material to apply for e promotion to full professor at NDSU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	7.7%	7.7%	7.7%
	Disagree	1	7.7%	7.7%	15.4%
	Agree	7	53.8%	53.8%	69.2%
	Strongly Agree	4	30.8%	30.8%	100.0%
	Total	13	100.0%	100.0%	

3. I will be able to implement new strategies and knowledge as a result of my participation in this session

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	7.7%	7.7%	7.7%
	Disagree	1	7.7%	7.7%	15.4%
	2.5	1	7.7%	7.7%	23.1%
	Agree	4	30.8%	30.8%	53.8%
	Strongly Agree	6	46.2%	46.2%	100.0%
	Total	13	100.0%	100.0%	

4. I feel I have acquired new skills or information about determine when to apply for promotion to full professor at NDSU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	7.7%	7.7%	7.7%
	Disagree	0	0.0%	0.0%	7.7%
	Agree	7	53.8%	53.8%	61.5%
	Strongly Agree	5	38.5%	38.5%	100.0%
	Total	12	100.0%	100.0%	

5. I would recommend this panel discussion to others

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	8.3%	8.3%	8.3%
	Disagree	0	0.0%	0.0%	8.3%
	Agree	6	50.0%	50.0%	58.3%
	Strongly Agree	5	41.7%	41.7%	100.0%
	Total	12	100.0%	100.0%	

6. Rate overall quality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Average	3	23.1%	23.1%	23.1%
	Above Average	7	53.8%	53.8%	76.9%
	Excellent	3	23.1%	23.1%	100.0%
	Total	13	100.0%	100.0%	

Qualitative Results from the Evaluation Form

7. What questions do you still have after attending this session? Please list any areas that you would like to receive additional information about or that need further clarification.

- Will there be any monetary benefits with promotion or tenure?
- I am in the college of ag – there is ZERO mentoring. There is also an issue when your chair/dean is, not necessarily hostile, but also NOT actively supportive.
- Some specific examples for recognition at the national level. Metrics [illegible].
- Peer review session of statement of contexts?
- Define national recognition.
- See examples of portfolios of full professors who have been successful in promotion.
- More information on how to write/what to include in your statement of context.

8. What do you think were the most helpful or valuable aspects of the panel you attended today?

- Communication with chair/dean before you go up.
- It wasn't what was said, necessarily, but how. Each person on the panel is a well-known leader & they were all wise & approachable.
- Criteria from Dean's.
- Panelists mentioned mid-career mentoring, and I have to admit I don't know of these opportunities, but I plan to seek them out now.
- Diversity of faculty members across colleges.
- Variety of disciplines & gender diversity within the panel.
- The discussion about what is meant by "increased expectations" when going up for full professor compared to Associate professor.

9. What is one tip that you got today that will be useful as you prepare to apply for promotion to full professor?

- Evaluate yourself and compare with others who went through promotion.
- Sell yourself.
- Have conversation with the Dean and/or Head.

- Write letter of context to establish readiness.
- To speak with Dean as to when I'd be ready to go.
- Meet with the Dean to discuss when I am ready for promotion.
- Talk to dept. chair and dean.
- To "have conversations" with my Dean, Dept. Chair, & PTE Committee.
- Need to sell yourself.

10. How could the session be improved to be more beneficial to you?

- Talk specifics about department requirements.
- Bring context statement examples & portfolios to look at.
- What is meant by "have conversations"?

11. Please provide any additional comments you have about today's panel discussion.

- This is the first time I've intently considered this next step – very helpful, thanks to all who organized and served on the panel.
- Very informative.
- Thank you!