

**Promotion to Professor Panel: Tips from Academic Deans and Department Heads  
March 7<sup>th</sup>, 2017**

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!