

# On Being Promoted from Associate to Full Professor

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# What is expected of an **associate professor**? (5.2.3.3 Handbook)

- have a solid academic reputation and show **promise** of further development and productivity in his /her academic career. The candidate must demonstrate the following:
- excellence in scholarship that establishes the individual as a **significant contributor** to the field or profession, with **potential for national distinction**
- effectiveness in areas of position responsibilities

# Associate Professor Expectations (continued)

- **satisfactory institutional service**
- Furthermore, a recommendation for promotion to associate professor and granting of tenure must be based upon an assessment that the candidate has made contributions of appropriate magnitude and quality and has a high likelihood of sustained contributions to the field or profession and to the university.

# What is expected of a professor?

- **5.2.3.3.**
- A professor should be **recognized** by his/her professional peers within the university, as well as **nationally and/or internationally**, for the quality of the contribution to his /her discipline. The candidate must demonstrate the following:
  - **national distinction** in scholarship, as evident in candidate's wide recognition and outstanding contributions to the field or profession
  - effectiveness in areas of position responsibilities

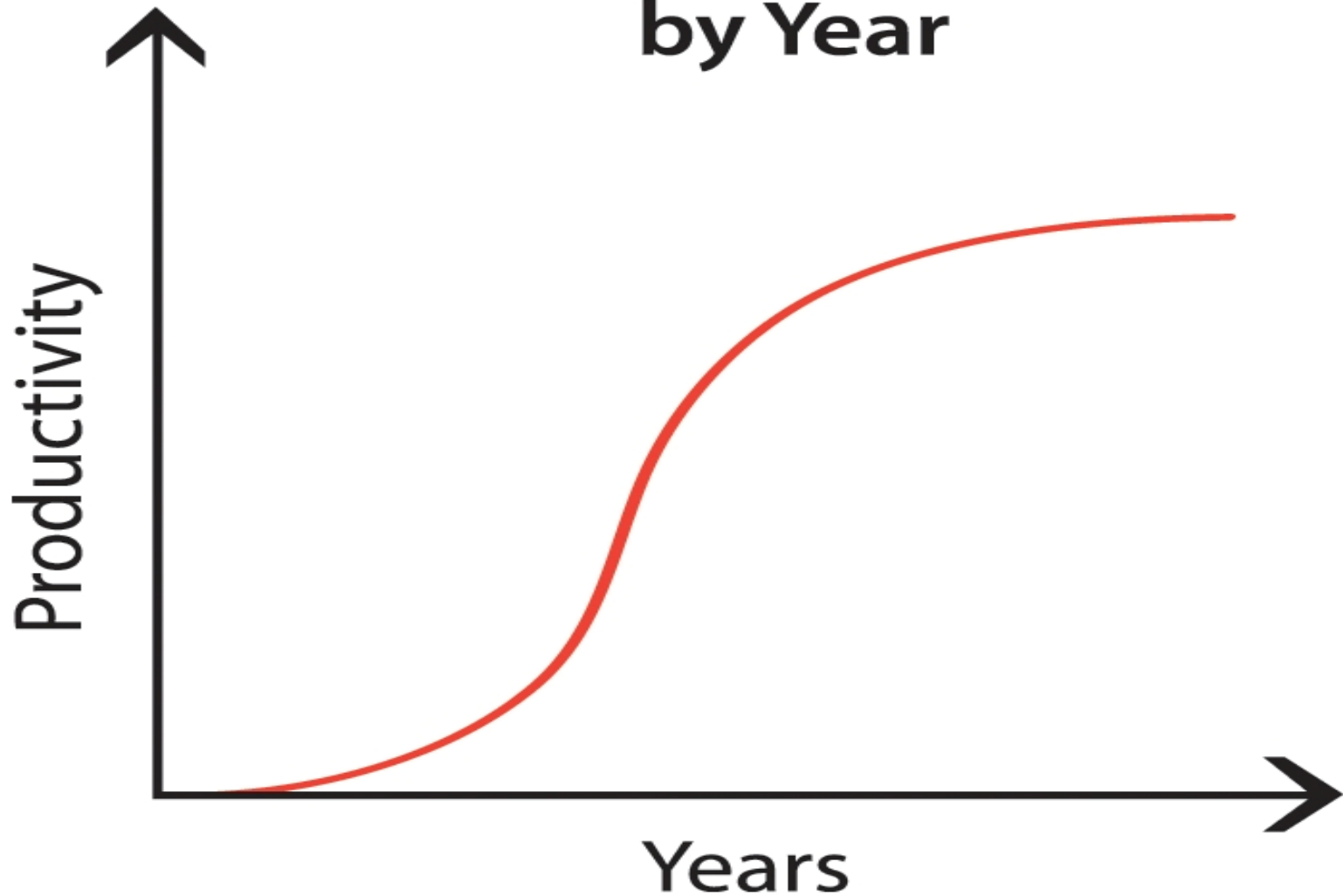
# Professor Expectations (continued)

- **significant institutional service**
- Furthermore, a recommendation for promotion to professor must be based upon an assessment, since the last promotion, that the candidate has made contributions of appropriate magnitude and quality and has demonstrated the ability to sustain contributions to the field or profession and to the university.

# Pitfalls

- Too often candidates who are successful in the assistant to associate promotion continue to do what they've always done.
- Following the same trajectory may not be the best choice
- How are you going to establish your distinctiveness?

# Faculty Productivity by Year



# Achieving National Distinction

## Research

- Citations of your work are critical
- Grants and contracts
- External letters from leaders in your field or discipline are critical
  - Building your reputation
    - Professional associations, attendance and officers
    - Manuscript reviewers
    - Regional research committees

# Achieving National Distinction

## Teaching

“being a good teacher is not sufficient” nor are student evaluations adequate evidence

- Demonstrating the scholarship of teaching
  - The science of teaching e.g. effectiveness, new models, new approaches
- Textbooks or teaching materials that others have adopted
- Involvement in teaching symposia, workshops, mentoring
- Mentoring of graduate students, major professor, POS

# Achieving National Distinction

## Extension/professional practice

- Leadership is key. Has your work been used by others? How long of shelf life has your work had?
- Involvement/collaboration with others in the field. Invited lectures, workshops, professional visibility in appropriate venues

# Achieving National Distinction

## Institutional Service

“necessary but not sufficient”

- Collegiality is important
- Best way to demonstrate department, college and university is be involved in activities that reflect your professional interests

# Seek Counsel from Your Mentor and Senior Colleagues

- Mentoring across your professional career
- Documentation is critical
- This promotion is based upon **accomplishments** and **achievement** rather than **potential** or **promise**

Questions?

Thank you.