

Overview: Successful Candidacy

CALS WORKSHOP # 3:

The Successful Path From Associate to Full Professor

What does the Faculty Handbook say?

- The major criteria for promotion to professor...

5.2.3.3. Professor

- 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.
- Candidate must demonstrate
 - 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
 - significant institutional service
- Contributions of appropriate magnitude and quality
- Demonstrated the ability to sustain contributions to the field or profession and to the university.

How long does it take?

- The average length of time spent in rank as an Associate Professor in CALS:
6 years
- The average length of time from PhD to professor:
15 years
- The range:
3 – 15 years

(based on 20 candidates from 2004 – 2008)

How many refereed publications?

- The average number of refereed journal publications
19 publications since last promotion
- The range:
10 – 35
- Portion of PRS devoted to research
The range was 25% to 90%

(based on 20 candidates from 2004 – 2008)

Faculty Dossier & Portfolio “Summary-Synthesis”

- Faculty Dossier: may be as long as you like (including primary materials like copies of your published articles)
- Portfolio: It is a summary - synthesis of your accomplishments & effectiveness relative to your PRS
- Limit = 25 pages

What to include?

- Only accomplishments (outputs, outcomes/impacts) and evidence of effectiveness *since your last promotion*

A successful promotion dossier will have:

- PRS(s):
 - Current signed PRS
 - Previous signed PRS from the period of review

A successful dossier will have:

- **Vita:**
 - Listing of activities and accomplishments in teaching, research, extension, service
 - Page numbers for publications
 - Graduation dates of grad students
 - Role in collaborations
 - Funding record should clarify candidate's role in collaborative grants
- Source: Guidelines and Best Practices, 2007/08

A successful dossier will have:

- **Portfolio:**
 - With evidence of quality and impact
 - Effectiveness in areas of PRS
 - National/global reputation
 - Significant service
 - Sustained scholarly output
 - Commonly includes summative materials such as:
 - Table(s) of grant activity- submitted and awarded
 - Explanation of scholarly impact
 - Courses taught each semester with enrollment numbers
 - Summaries of peer evaluation of teaching
 - Future plans
 - Contributions to professional organizations including leadership roles

A successful dossier will have:

- Strong letters of evaluation from external reviewers
- Support at department, college levels