

MID-CAREER CONVERSATIONS:

Promotion to Full Professor

Bob Granfield

Vice Provost for Faculty Affairs



Outline

- What New Status Mean to You
- Associate Professors Trends
- Challenges Associated with Promotion to Full
- Criteria for Promotion
- Tips on Moving Forward
- Faculty Panel



Promotion to Associate

- What did promotion mean to you?
- What did promotion mean to your department/unit?
- What are the challenges you face?
- What are the opportunities ahead?



Ranks at UB

2017 (COACHE Survey)

Number of Full Professors – 495

Number of Associate Professors – 497

Number of Assistant Professors - 389

Current Associate Professors

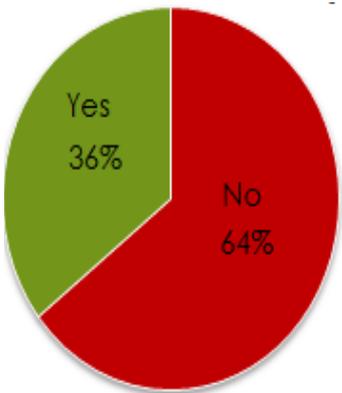
0-5 Years: 175

6-10 Years: 74

10+ Years: 123



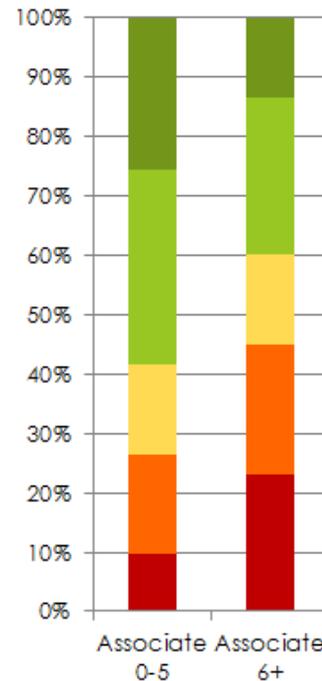
Life at Mid Career



Q: "Have you received formal feedback on your progress toward promotion to full professor?"

Based on responses from 2,188 full-time, tenured associate professors at public research universities participating in COACHE in AY12, AY13, AY14.

Departmental cultures do not reflect provosts' expectations that all associates should be encouraged to work toward promotion.



Q: "My department has a culture where associate professors are encouraged to work towards promotion to full professorship."

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Based on responses from 5,008 full-time, tenured associate professors at public research universities participating in COACHE in AY12, AY13, AY14.

Associate Professor Satisfaction - National Trends

- Associate professors rate their satisfaction with numerous aspects of their jobs lower than do both full and assistant professors. Those aspects include appreciation and recognition, collaboration, departmental collegiality, institutional support for research and scholarly work, departmental leadership, and promotion.
- Associate professors who have been in the position for more than five years tend to be, by and large, less satisfied than associate professors who have recently earned tenure.
- These experienced associate professors are often dissatisfied with the promotion process.
- Associate professors report receiving less formal feedback regarding promotion.

Tenure and Promotion

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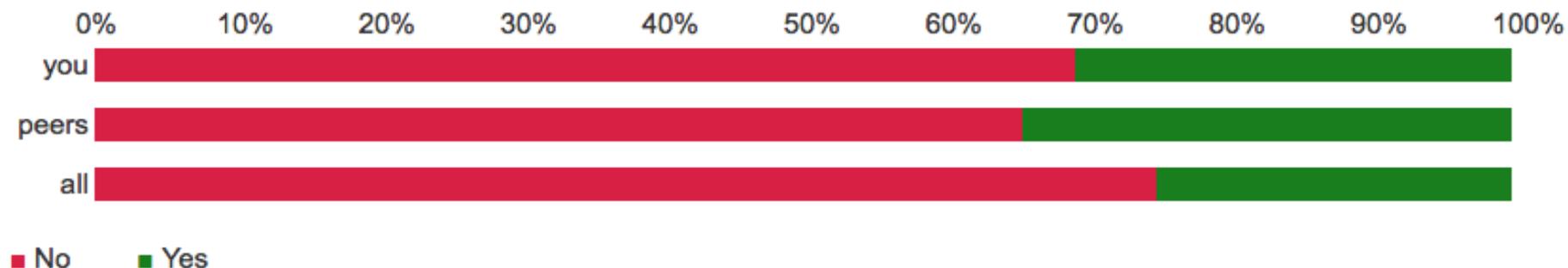
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Additional Analyses

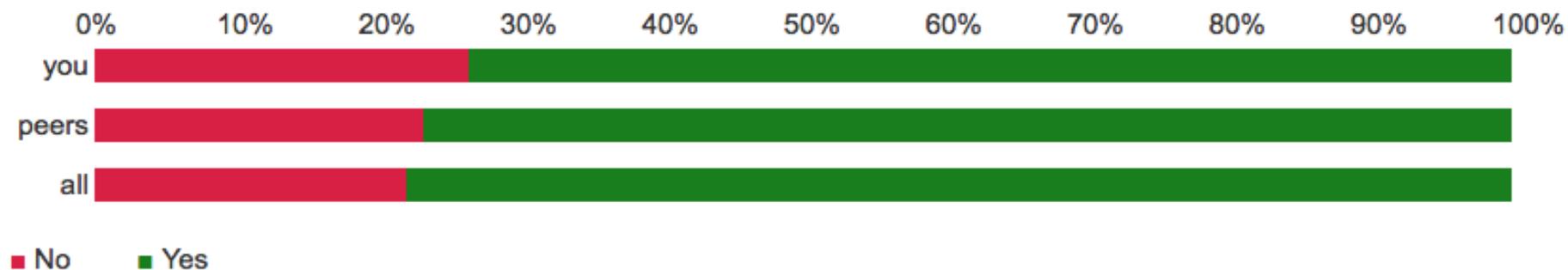
Formal feedback on promotion to full

Have you received formal feedback on your progress toward promotion to full professor?



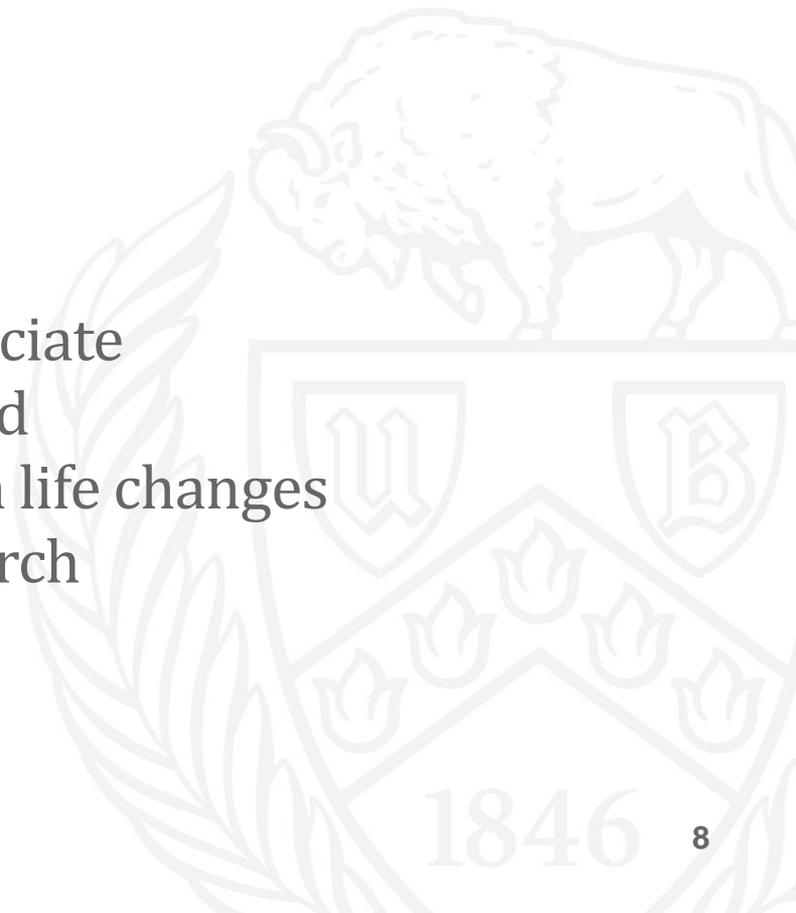
Formal feedback on progress toward tenure

Have you received formal feedback on your progress toward tenure?



Challenges Associated with Promotion

- Few Statements in policy guidelines
- Standards vary by discipline
- Time to promotion is ambiguous
- Path to promotion not as clear
- Greater service expectations as associate
- Mentoring is less consistently offered
- Increasing demands associated with life changes
- Difficulty transitioning to new research



Criteria for Promotion to Full Professor

“The criteria applicable to appointment at the rank of Professor/Librarian are those already indicated as applicable to the rank of Associate Professor/Associate Librarian. In addition, candidates for appointment at this rank should be clearly established, nationally visible, and highly regarded as scholars, and have demonstrated the ability to direct the research programs or creative activities of advanced students where this will be a part of the expected responsibilities. As in the case of appointments at all other ranks, the recommendation for an appointment at the rank of Professor/Librarian should present clear and strong evidence that first-rank performance as a teacher/librarian and researcher or creator has been shown, and can be expected to continue. Appointment or promotion to the rank of Professor/Librarian is never to be simply a reward for services already performed. Those faculty holding this rank have primary responsibility for the scholarship of the university, and their attainments as scholars in their disciplines must be of the first rank. Nothing less than excellence is acceptable here. Clear and convincing evidence must be submitted to show that each candidate has the credentials to achieve the rank of Professor/Librarian in his or her discipline at the leading public research universities.”

Criteria for Full Professor Includes All Requirements for Associate Professor:

Candidates should be:

Clearly established, nationally (and preferably internationally) visible

Highly regarded as scholars

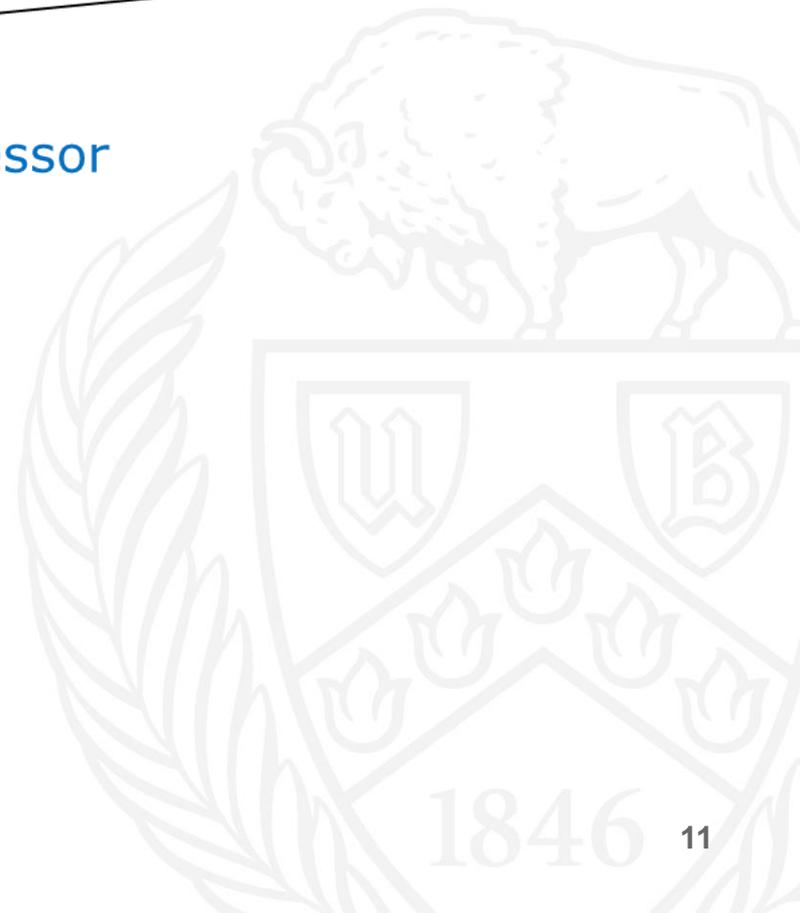
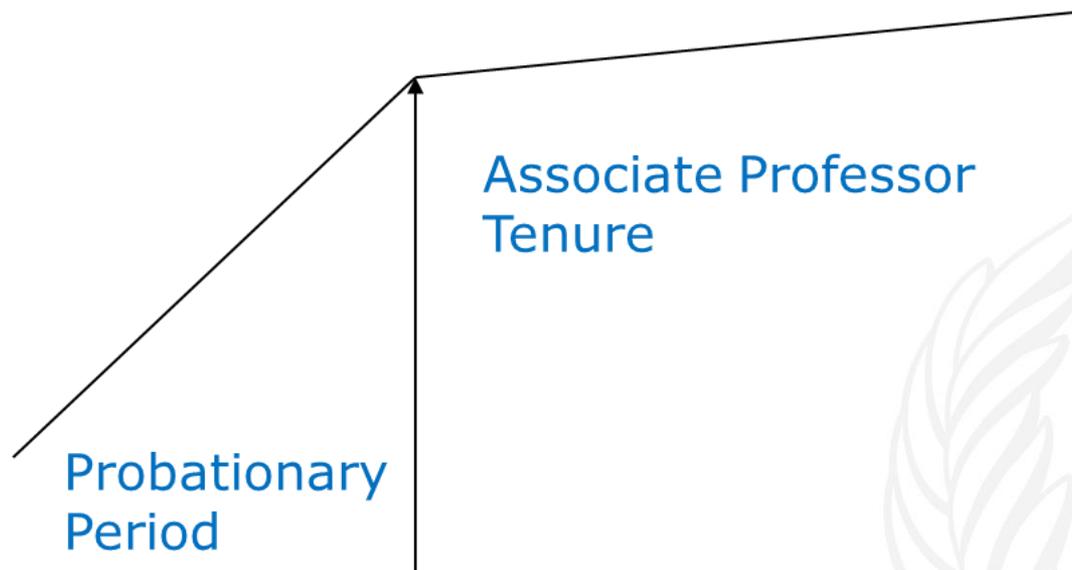
Demonstrated ability to direct the research or creative activities of advanced graduate students

High level of performance as researcher, teacher, creator and will continue (trajectory)

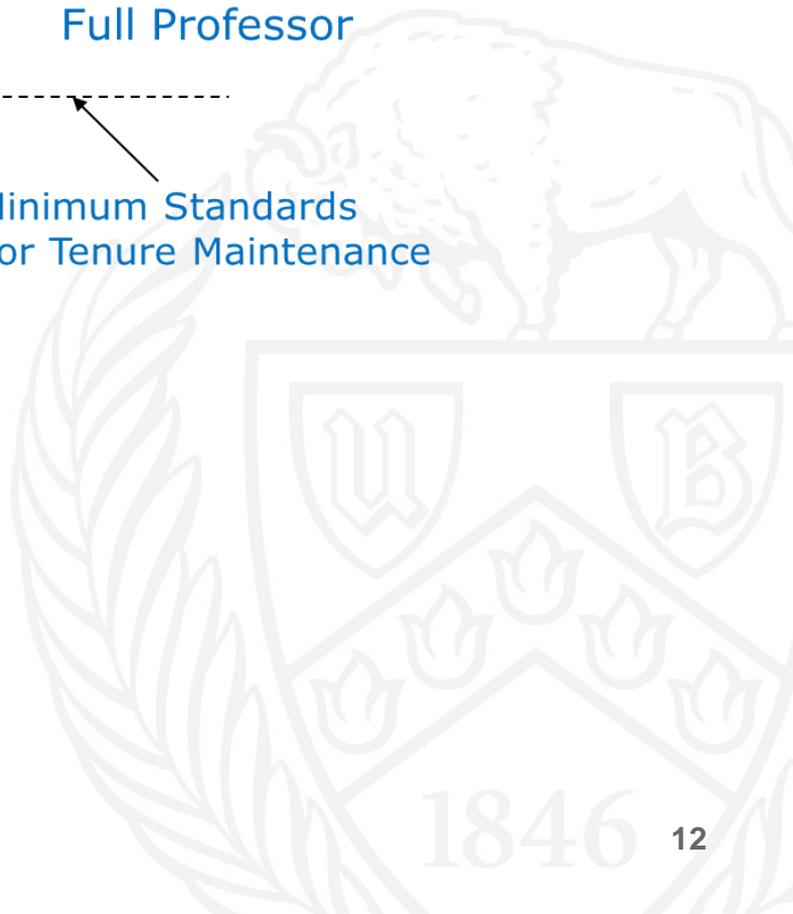
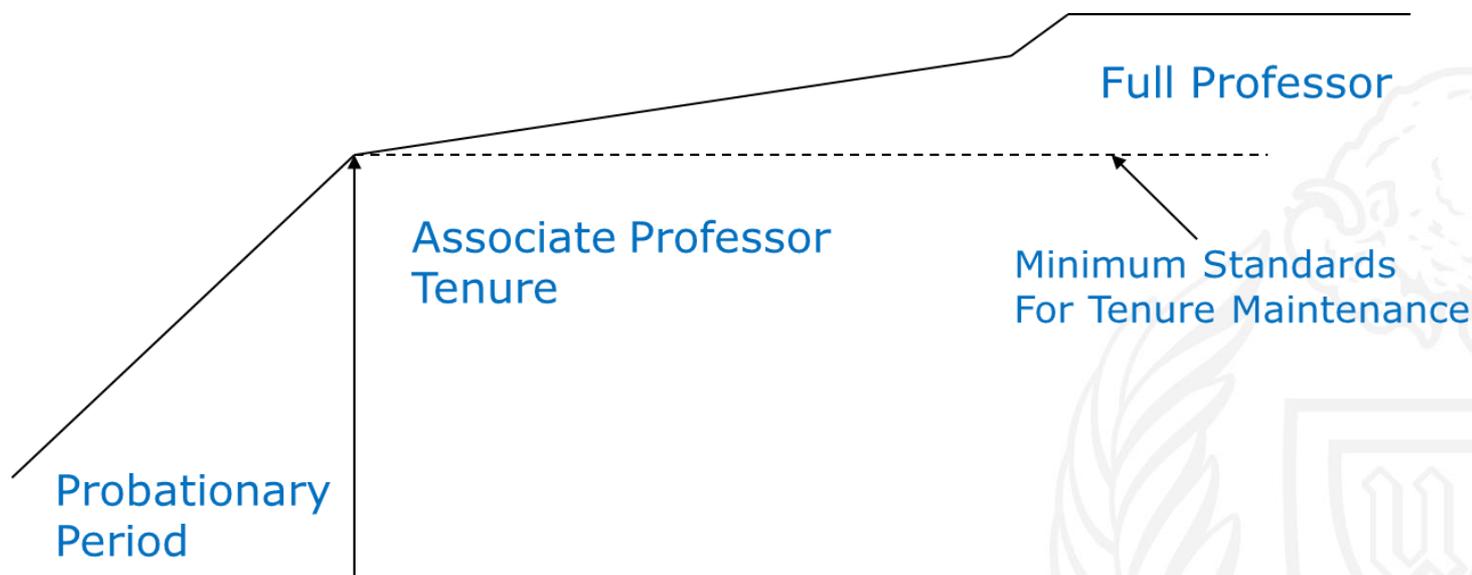
Never to be simply a reward for service or time in rank

Responsible for the scholarship of the university, and their attainments as scholars in their disciplines must be high quality

Faculty Life Course



Faculty Life Course – Minimum Standards for Tenure Maintenance



How do we move forward? How do we thrive?

- Understand the process.
- Examples of successful outcomes
- Network, network, network!
 - – Meet with your colleagues and get their feedback
 - – Meet with peers and establish systems for mutual support, advice, critique
 - – Network and interact with your broader scholarly community
- Seek advice from your chair, especially when service workload has become a potential barrier
- Practice effective time management and make a plan
- Apply for grants, fellowships etc. to allow you time to work on scholarship
- Continue receiving mentorship
 - Peers
 - Senior faculty members
- Help us help you by letting us know what programs we can offer.

Panel Members

Joan Linder – CAS

Greg Hormish – SPHHP

Laina Bay Cheng - GSSW

Dan Albertson - GSE



Topics

- Timing of promotion
- Managing increasing departmental and university service demands
- Working with your department chair regarding your promotion
- Developing new research/funding/creative expression areas
- Strategies for remaining productive

