Developing a plan for your next promotion

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Associate Professor (w/tenure)

- Promotion and tenure takes into account the achievements and reputation of scholarly activities.
  - Establish a national reputation based on disseminated research
  - Requires a strong record of published research, instruction, and professional/administrative service.
  - Strongest emphasis on research and external fundraising.
  - A limited period to establish a record of published research, ability to attract grant funding, academic visibility, teaching excellence, and administrative or community service.
Professor

* Professor, informally often known as full professor, is the highest academic rank at universities and other research institutions.

* Professors at research-oriented universities are promoted primarily on the basis of research achievements and external fund-raising success. Teaching credentials must be strong.
  * An emphasis is often placed on achieving an international reputation.

* May also serve as a public intellectual, offering opinions to media and in other forums on current events, controversies, and other complex matters that may require erudite illumination.
how to get there
Promotion to Associate w/tenure

- What do you need?
- What should you do?
- With whom?
Promotion to Associate w/tenure

What you need (1): Scholarship

* Publications
  * Very strong/powerful/impactful/significant books, book chapters, and journal articles
  * Well-respected venues
* Graduate students involved scholarship
  * Training for industrial and academic needs
  * Some areas/programs require a number of completed PhDs
* Academic community engagement/participation
  * Conferences
  * Short courses
  * Invited lectures
Promotion to Associate w/tenure

What you need (2): Teaching

- Undergraduate courses
  - Good teaching metrics (evals, personal letters, etc.)
  - A variety of courses
  - New course development(?)

- Graduate courses
  - New course development
  - Enrollment
Promotion to Associate w/tenure

What you need (3): Funding

- Graduate students
  - Perform a significant portion of tenure-track research
- Equipment
  - Physical infrastructure
  - Supplies
- Travel
  - Conferences
  - Visits, collaborations, etc.
Promotion to Associate w/tenure

What you need (4): Service

- Department committees and obligations are foremost
  - Informs your colleagues that you’re willing to contribute
- College committees facilitate connections
  - Meet others in professional context
  - Demonstrate your ability outside of research context
- University-wide
  - Not terribly useful unless you’re told otherwise.
Promotion to Associate w/tenure

Things to do (1): at UMN

- Establish an ally or two in your department
- Familiarize yourself with your department’s 7.12 statement
  - Explicit statement of expectations regarding aforementioned
- Attend all P&T meetings/discussions in your department/college
- Familiarize yourself with department’s recent P&T history
  - Recent promotions/denials
  - Metrics of those recently promoted
- Familiarize yourself with who is on college P&T committee
  - Personalities matter
Promotion to Associate w/tenure

Things to do (2): Outside UMN

✦ Meet the leaders/players in your field
  ✦ Impress them with your work
  ✦ Have them as references (letter writers, invited lectures, etc.)
✦ Get to know the funders
  ✦ Develop collaborations
  ✦ Learn the cycles and emerging areas
  ✦ Funding is a success metric (in addition to enabling research)
✦ Participate in the conferences that matter
  ✦ Chair sessions/topic-areas, working groups
Promotion to Associate w/tenure

Those who matter (1)

- Department colleagues must see your value
  - Scholarship
  - Contributions in department
  - External offer/interest
- Leaders in your research area should be aware of your work
  - Make it a point to meet them
  - Let them know you’re untenured
  - Very influential, outside opinions/assessment
- College colleagues could be useful if department interaction is less-than-ideal
Promotion to Associate w/tenure

Those who matter (2)

- P&T committee
  - Department
  - College
- Letter writers
  - Chaired/titled professors at top programs
  - Diverse group
  - Choose all of your letter writers!
- Dean
  - Recent trends
Promotion to Professor

- What do you need?
  - More (papers, funding, PhD students)
  - To be known within department and college
  - Recognition as a world-class leader

- What should you do?
  - Fulfill the promise observed in tenure-track years
  - Demonstrate leadership

- Curriculum revision/modernization
  - Host conferences

- With whom?
  - Department colleagues
  - College-wide collaborations
  - University-wide committees
  - Internationally-recognized leaders
Things to be aware of

- Promotion truly requires a plan
- Academic time-scale 2-4 years
  - Idea -> student -> research -> publication -> funding -> idea...
- Everything should be laid out 2 years before desired promotion
  - Dossier prepared/submitted roughly 1 year ahead of time
- Awards matter
  - Outside “validation” as those in your department are likely not experts in your area
  - Mark milestones or developments in career
questions?