

Promotion to Full Professor

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Acknowledgements

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Goals of Presentation

- How did I know I was ready?

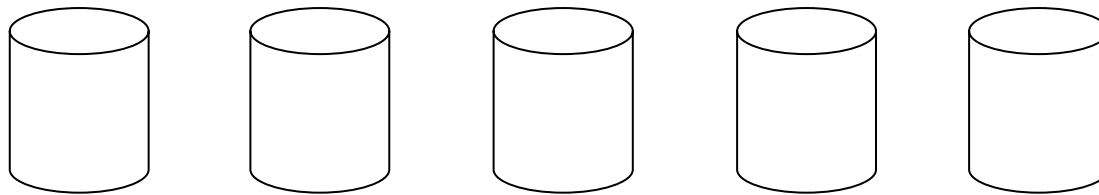
How did I know I am ready?

Disclaimers

- This is difficult to know
- “Promotion to Full” is viewed as a difficult thing to do -- it is a recognition of leadership in academia
- Every one doesn't make it all the time
- Many paths – hard to compare them
- Describe my own experience

How did I know I am ready?

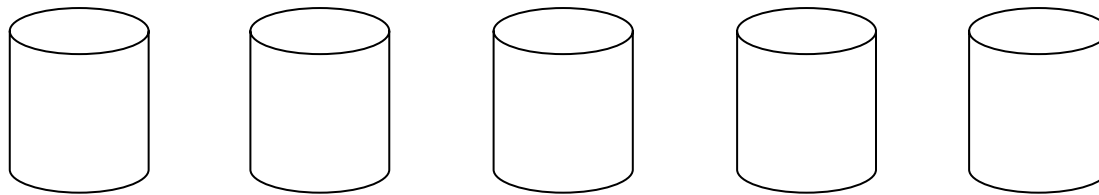
- Identify the type and size of bins



These bins are normal activities in academia

How did I know I am ready?

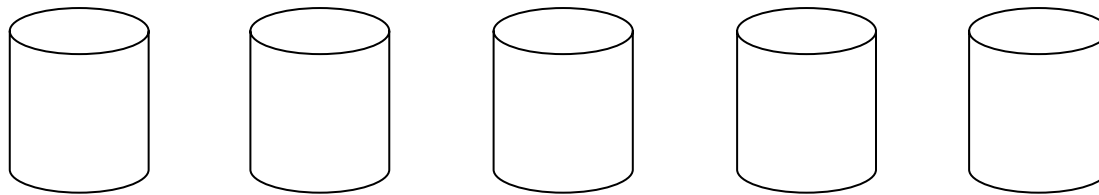
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- **Research**
 - Scholarship, Funding, Graduate Training
- **Teaching**
 - Undergrad courses, Graduate Courses, Undergrad Projects
- **Service**
 - Local, State, National/International

Problem?

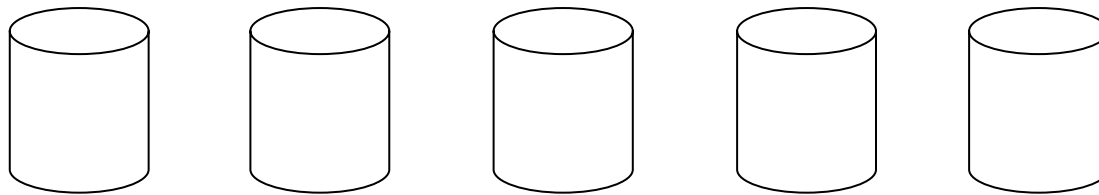
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- **Data on size of bins**
 - Hard to find
 - Hard to quantify

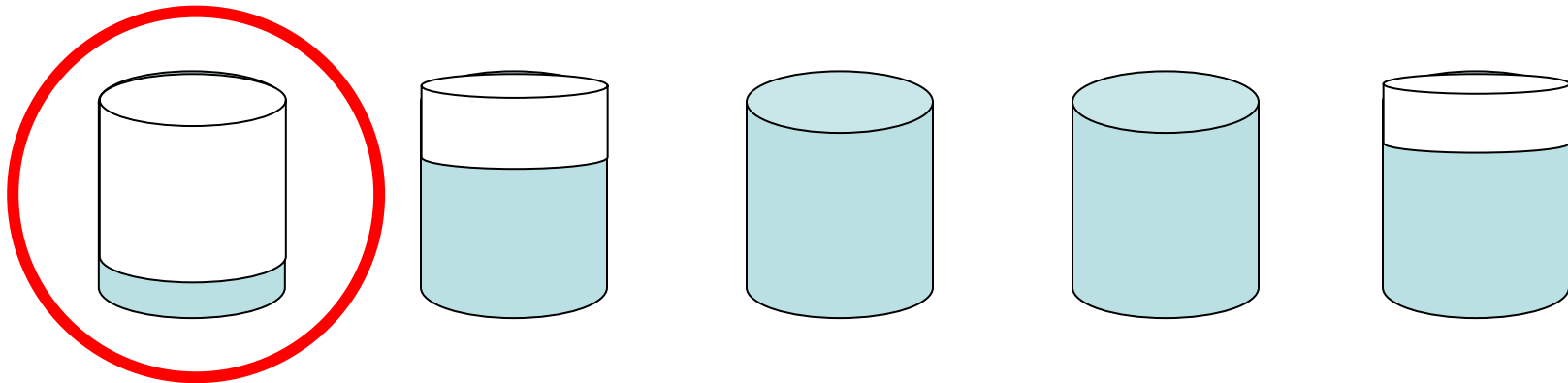
How to find Data?

- Identify the type and size of bins



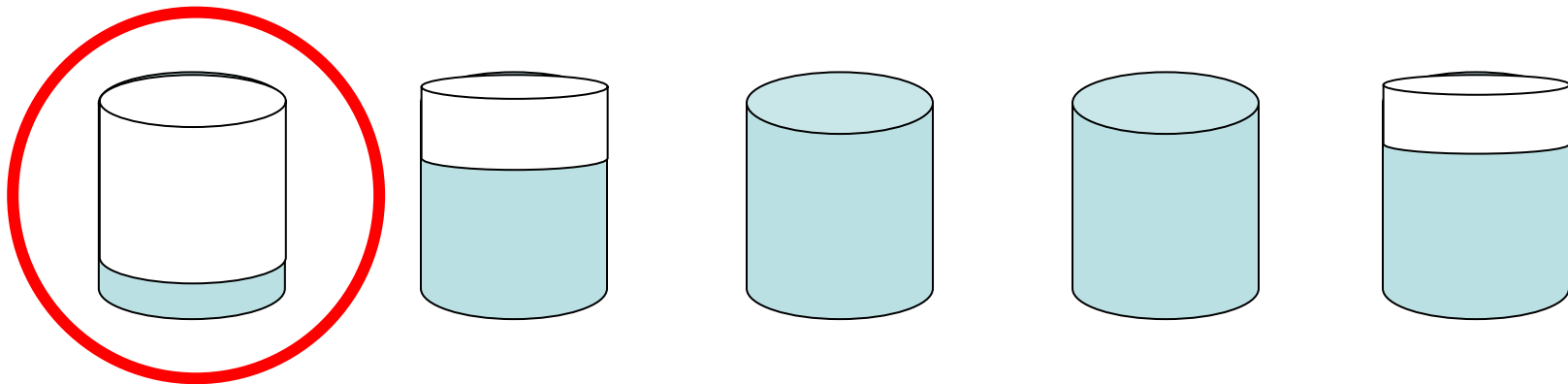
- Ask Several Senior Faculty in Department
- Sanitized summary of Previous Decisions

Focus on Least-full Bin

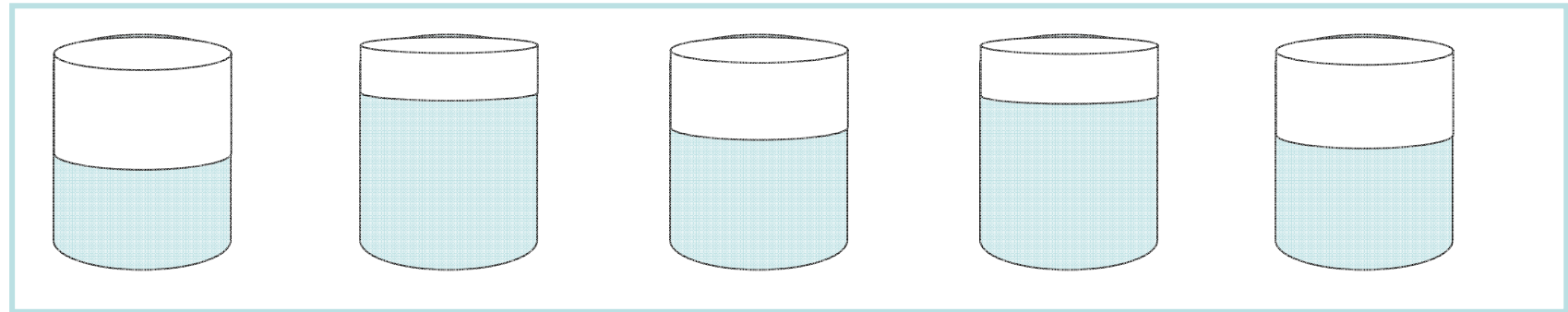
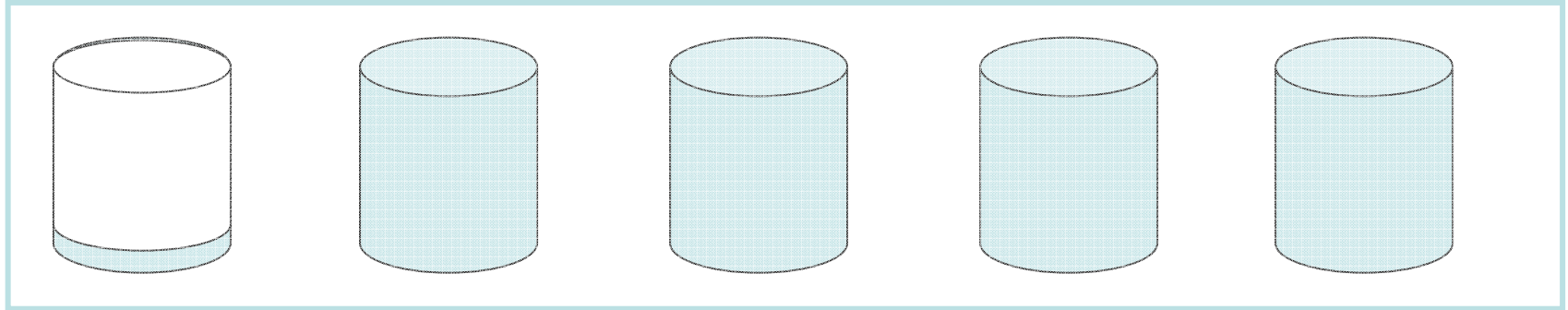


Focus on Least-full Bin

- Promotion to full professor is not mandatory
- The process tends to focus on the bin that is the least full
- Hence, one should wait till one is ready

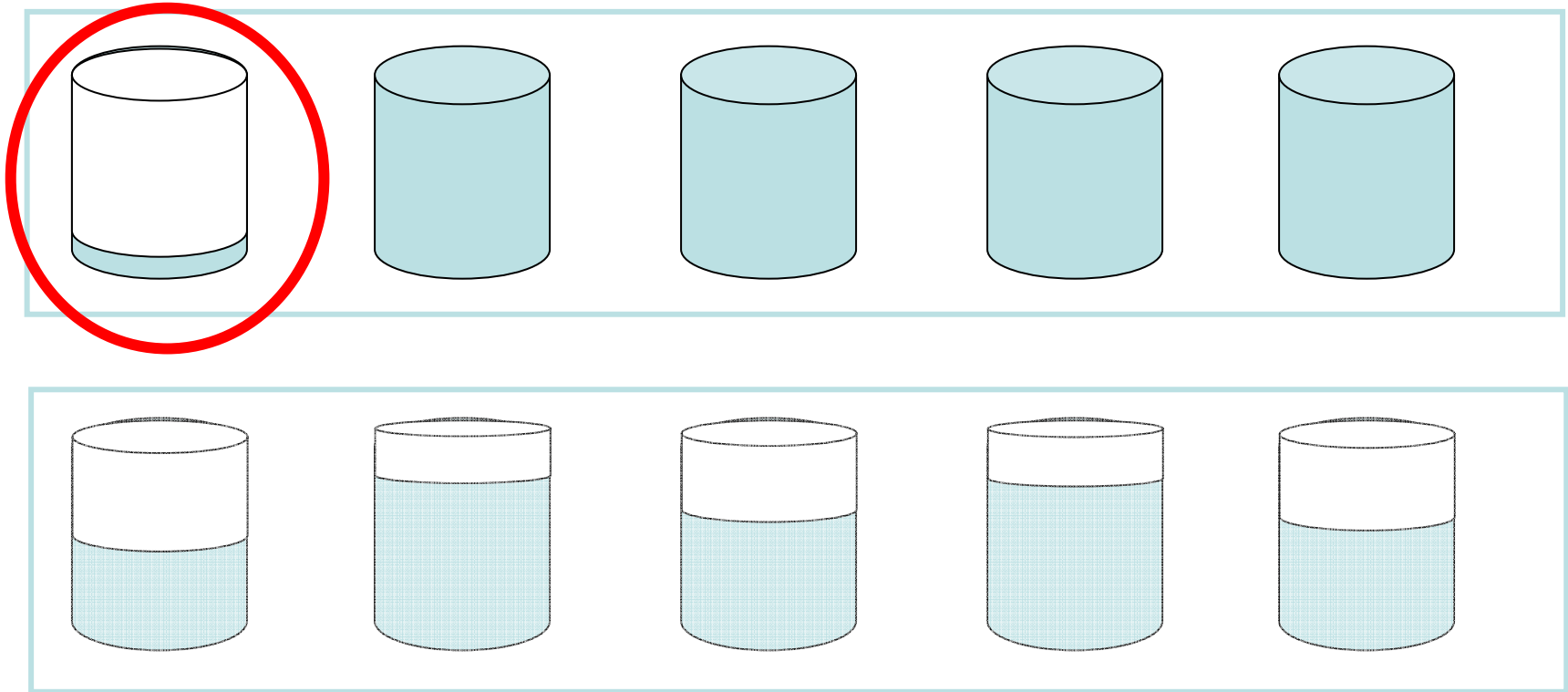


Which Set is Better?



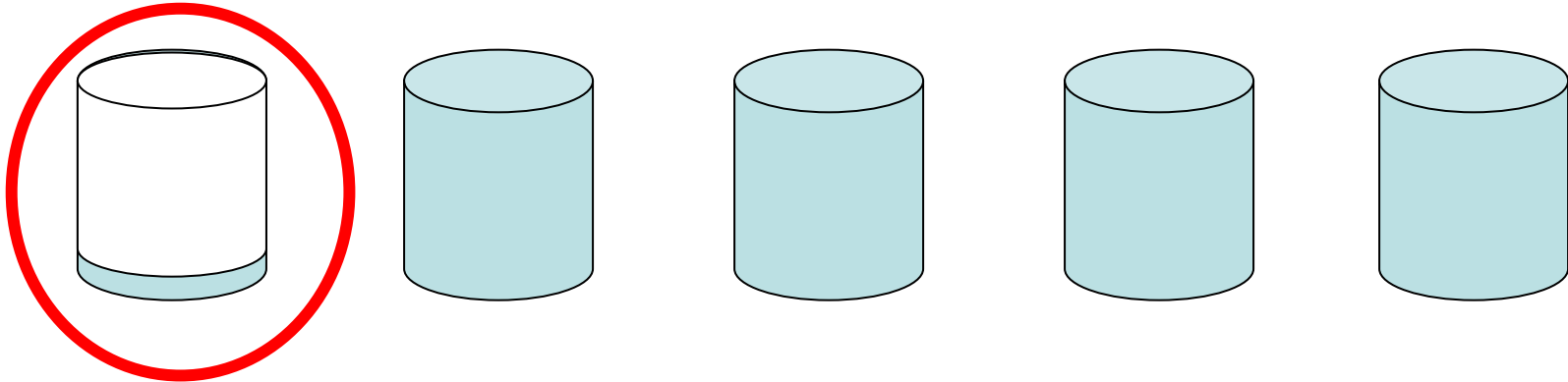
Hard to judge

Near Empty Bin is a Problem



Which set is better is hard to judge?
But a near empty bin becomes a problem!

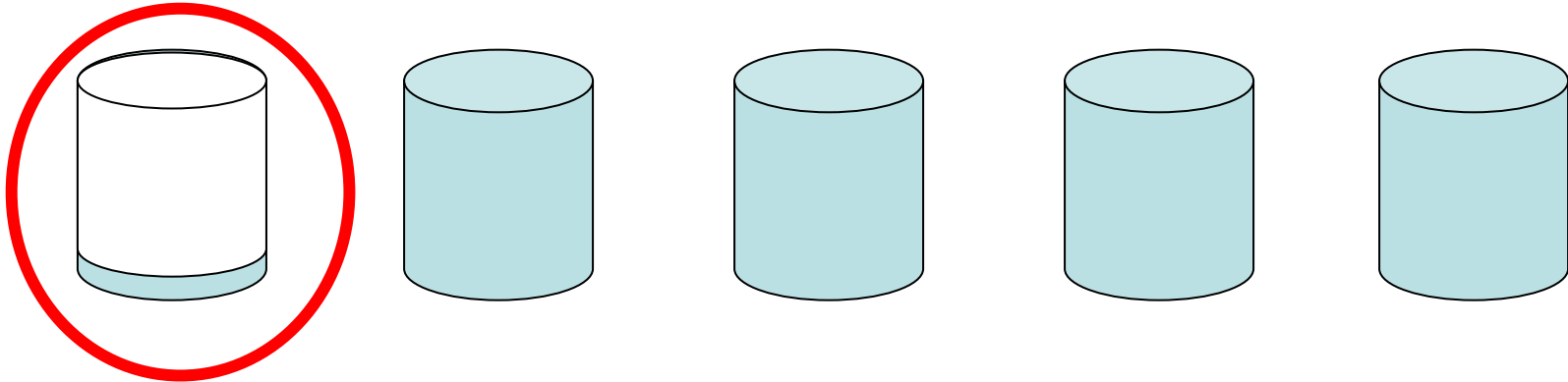
Wait till one is Ready



Going too Early: If it doesn't work then it means waiting for a couple more years

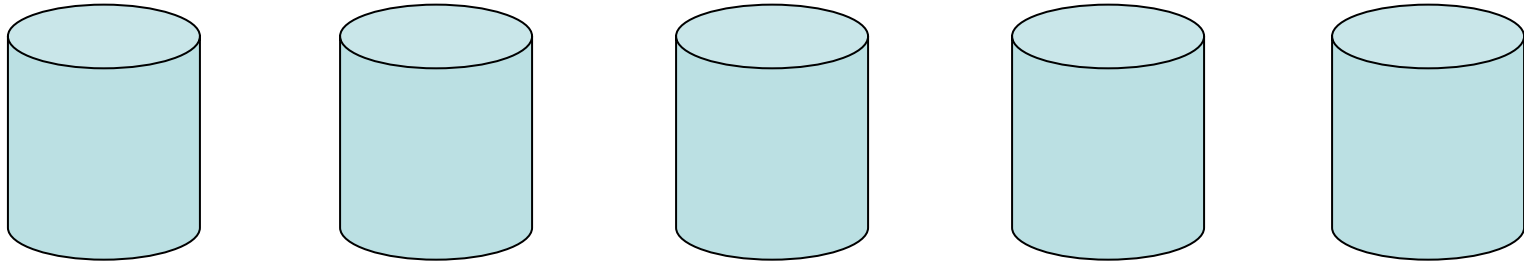
Slow is Fast!

What is the Perfect time to go?



Going too Early: If it doesn't work then it means waiting for a couple more years
Slow is Fast!

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Going too Early: If it doesn't work then it means waiting for a couple more years
Slow is Fast!

“Why didn't this person go last year?”

When is one Ready?

- Show two things:
 - (1) Leadership
 - (2) RecognitionIn each area: Teaching, Research, and Service
- Clarified in CV and Self-Advocacy Statement
 - Important to getting good external letters

Self Advocacy Statement

- Asked, received, and incorporated advice from Senior Faculty
- Helpful to an external reviewer
 - Clarify fundamental contributions
 - Concise presentation of record in teaching/service/scholarship/funding

Self Advocacy Statement

- Asked, received, and incorporated advice from Senior Faculty
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 - Concise presentation of record in teaching/service/scholarship/funding
- **What is the Perfect External Letter?**
 - “I do not have collaborative connections with Dr X ... but his/her work has had an impact in my work on ...”

Recap: When is one Ready?

- **Perfect time**

- “Why didn’t this person go last year?”
- All bins are full

- **Perfect External Letter**

- “I do not have collaborative connections with Dr X ... but his/her work has had an impact in my work on ...”
- Leadership and Recognition

Summary

- Important to fill all the bins – **focus tends to be on the least full bin.**
- Going too early can be problematic and cause more delay. **Slow is fast!**
- Advice from Senior Faculty is invaluable.