P & T Faculty Panel Discussion

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Some References

Tomorrow’s Professor℠ Listserv (Desk-top faculty development, one hundred times a year)


"You need to tell your own story. Tell how wonderful and significant your work is. If you don't say it, no one will hear it, so don't be afraid to brag. This is not the time to be humble or shy."
Summary

(Sherril Gelmon and Susan Agre-Kippenhan)

Planning
- Be mission driven
- Anticipate review committee composition
- Prepare in advance

Documentation
- Know the guideline
- Create linkages
- Packaging is everything
- Cross-reference with your dossier
- Seek strong support letters

Behavior
- Brag like your mother would
- Leave nothing to a chance
- Behave well
- Be your own advocate and champion
- Be honest, candid, and gracious
- Be calm

Process
- Court your committee chair
- Recommend strong external reviewers
- Match your work to reviewer's expertise
- Do extra work to support your committee
- Know the timetable
- Follow the letter of the law
Minimum requirements for promotion to associate professor

- Excellence in candidate’s major area of responsibility (scholarly activity or teaching/educational activities)
- Very good in one of the two remaining categories and good in the other
- Unmistakable evidence that the individual has progressed and will continue to do so
- Very clear indications, based on hard evidence and outside peer evaluations, that the candidate has attained high level of accomplishment

Minimum requirements for promotion to professor

- This rank is reserved for individuals who have established reputations in their disciplines and whose contributions to the University’s mission are unquestioned
- Excellence in candidate’s major area of responsibility
- Very good in one of the two remaining categories and good in the other
- Unmistakable evidence of significant development and achievement since the last promotion
- Complete documentation of evidence and outside review
Definition of Promotion Criteria

- **Excellent:** Achievement at a level that is recognized as well above the normal requirements for his/her assigned duties, with notable contributions to college goals

- **Very good:** Achievement at a level that is above the average requirements for his/her assigned duties, with notable contributions to college goals

- **Good:** Achievement at a level that is above the minimum requirements for his/her assigned duties

- **Satisfactory:** Meets the minimum requirement of his/her assignments

- **Unsatisfactory:** Fails to meet the minimum requirements of his/her assignments
Personal Experience

Additional requirements for promotion to full professor

- Invitations
- International reputation
- Serve on editorial boards
- Serve on national committees, panels

Prepare a well-organized, well-informed, and concise dossier

- C.V.
- Self-evaluation (be your own advocate but be candid and accurate, address any perceivable concerns)
- Supporting documentation

Select strong outside reviewers

- Networking
- Small professional groups vs. large meetings
- Caution with international reviewers

Emotional aspects of the process

- Less stressful than promotion to associate
- Can be enjoyable - an opportunity to reflect the past and plan for the future