Preparing for Promotion to Full Professor

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The Process

*Differences from tenure consideration:*

No clock—you must declare intention to be considered

External Reviewers—all must be full professors or equivalent

Time span covered in dossier and supplemental materials
- All research/scholarship/creative activity since tenure, *and*
- All teaching and service since tenure, *or*
- At least the seven most recent years of your teaching and service
Years as Associate Rank by Year of Promotion

- 2011: 50% (10+), 21% (1-4.99), 29% (5-9.99)
- 2012: 38% (10+), 50% (1-4.99), 13% (5-9.99)
- 2013: 40% (10+), 60% (1-4.99), 13% (5-9.99)
- 2014: 53% (10+), 33% (1-4.99), 13% (5-9.99)
- 2015: 42% (10+), 50% (1-4.99), 8% (5-9.99)
- 2016: 60% (10+), 30% (1-4.99), 10% (5-9.99)
What is expected?

Evidence of *IMPACT*

- at a level distinct from tenure consideration
- impact, not promise
- with promise of its being sustained
Evidence of Impact in Teaching

might include, in addition to continuing good classroom performance . . .

- Wider range of curricular contributions than at tenure
- Program development beyond the course level
- Mentoring of junior teachers
- Lengthening record of students placed, publications with students; your students’ success is yours
- Contributions to your field’s pedagogical debates
Evidence of Impact in Research/Scholarship/Creative Practice

might include, in addition to continuing to publish and present your work . . .

- Citations and reviews of published work
- Increasing stature of publication venues
- Prestigious invitations
- High-profile professional service dependent on scholarly reputation
- Engagement in larger-scale research collaborations
Evidence of Impact in Service

might include, in addition to reliable departmental citizenship. . .

• Wider college and university roles with demonstrable outcomes
• Visible professional service premised on scholarly reputation
• Responsibility for improvement as well as continuity
• Shift from “service” towards academic leadership—at all levels of contribution
• Contribution to the success of others
What will my promotion dossier contain?

Dossier proper *distills* your accomplishments

- *Curriculum Vitae*
- Statements reflecting on your trajectory in research, teaching, service
- Summary of teaching evaluations
- Sample publication, sample teaching materials from one course
- Previous performance evaluations

Your unit’s promotion committee then adds…
Included in Dossier by Committee

Confidential letters from external experts in the field evaluating your research/scholarship/creative work

- Normally 6-8 “arm’s-length” letters
- Candidate may suggest referees and may request that some scholars not be considered as referees; final list by unit committee with dean’s review

Chair’s report, presented to unit promotion committee

Unit report, including vote

College advisory committee report (where applicable)

Dean’s recommendation

Candidate’s responses, if any, to unit/college/dean
What will my appendices contain?

Appendices document your accomplishments

• Copies of publications, artistic programs, etc.
• Record of external funding
• Evidence of impact, if available—book or performance reviews, citations
• Teaching evaluations
• Sample course materials
• Evidence of service to discipline and University
Promotion review for joint appointments

New module of *Faculty Handbook* on tenure and promotion of jointly appointed faculty

- Representative of secondary unit(s) of appointment serves on promotion committee *with full rights and responsibilities*
- Both primary and secondary unit deans contribute independent evaluations of the candidate (for cross-college joint appointments)
- If faculty member serves in units with chairs or equivalent unit heads, secondary unit head contributes to the primary unit chair’s evaluation letter

See [http://www.northeastern.edu/facultyhandbook/](http://www.northeastern.edu/facultyhandbook/)
Model Tenure and Promotion Dossier

Reflects Full Professor process

http://www.northeastern.edu/provost/faculty/documents/ModelTenureDossier.pdf

- Follow all guidelines in this document
- 100 page total = ~ 60 pages of material you supply
  + ~40 pages of materials from your committee
Questions?

Thank you.