



Northeastern

Preparing for Promotion to Full Professor

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The Process

Differences from tenure consideration:

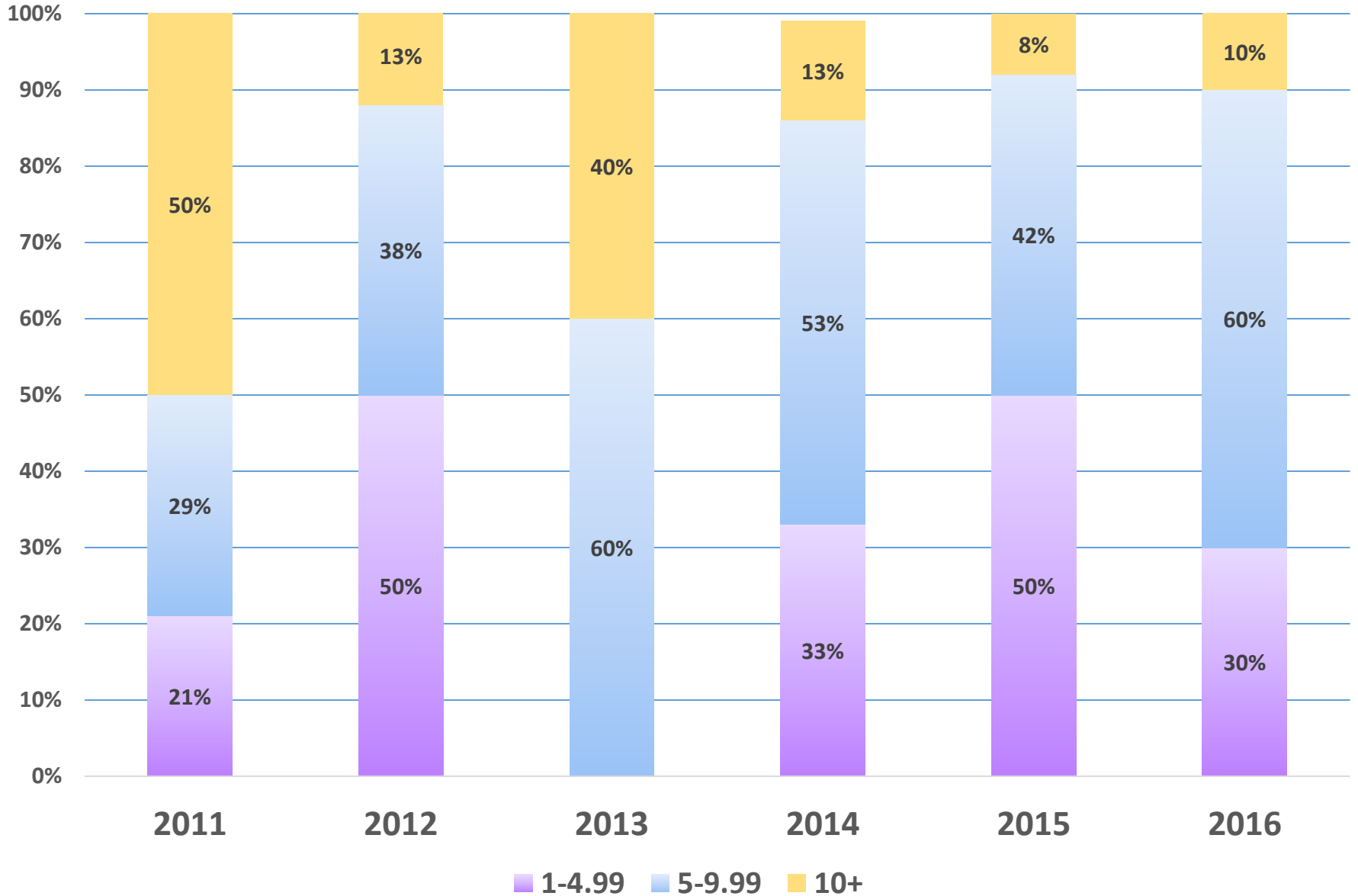
No clock—you must declare intention to be considered

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



What is expected?

Evidence of *IMPACT*

- At a level distinct from and much higher than tenure consideration
- Impact, not promise
- With promise of your impact being sustained
- Measured in a variety of ways (h-index, leadership, innovation, in external letters)

Evidence of Impact in Teaching

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

- Wider range of curricular contributions than at tenure
- Innovative pedagogy beyond what you did for 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; prestigious gallery showings or juried exhibitions for the creatives
- High-profile professional service dependent on scholarly reputation
- Leadership in your field of study
- Engagement in larger-scale research collaborations

Evidence of Impact in Research/ Scholarship/Creative Practice

As noted by your external reviewers

- Who come from high ranking institutions and are leaders in the field
- Who speak clearly to the impact of your research/scholarship/creative practice in the field
- They know your work and discuss its value
- They comment on the impact you have made in the field
- They likely know about your leadership in your profession
- They affirm, strongly, that you should be promoted to Professor and would be at their university

Evidence of Impact in Service

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

- Wider college and university roles with demonstrable outcomes – Chair, not Member
- Visible professional service premised on scholarly reputation; Leadership in professional organizations
- Editor of journal – not just on editorial board or reviewer
- 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/>

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.