Workshop for Mid-Career Faculty
Pathways to Promotion

Friday, September 23rd, 2016
Pathways to Promotion
A brown bag workshop for Associate Professors

Agenda
• Introduction
• Panel presentations
• Discussion, Q&A

- **Degang Chen**, Jerry R. Junkins Chair Professor of Electrical and Computer Engineering and Chair of the College P&T Committee
- **Kristen Constant** — Wilkinson Professor of Interdisciplinary Engineering and Chair, Department of Materials Science and Engineering
- **Surya Mallapragada** — Distinguished Professor, Chemical and Biological Engineering
- **Sriram Sundararajan**, Associate Dean for Academic Affairs, College of Engineering
- **Kejin Wang** — Professor, Civil, Construction and Environmental Engineering
Mid-Career faculty

“Life as an associate professor with tenure can be even more isolating and overwhelming than being an assistant professor on the tenure track … once a professor earns tenure … associate professors are often left to figure out how to manage the varying demands of the job—and fit in time for their research on their own”

(Wilson, R., 2012)
Mid-career faculty

- The rank-specific issues for mid-career faculty are fundamentally different than they are for pre-tenure faculty
- Work-life balance issues
- Additional service demands for under-represented groups
Pre-program survey

- 30 respondents
- 28 Associate, 2 Assistant
Requirements for Full Professor

5.2.3.3 Professor (ISU Faculty Handbook)

A professor should be recognized by his/her professional peers within the university, as well as nationally and/or internationally, for the quality of the contribution to his/her discipline. The candidate must demonstrate the following:

- National distinction in scholarship, as evident in candidate's wide recognition and outstanding contributions to the field or profession
- Effectiveness in areas of position responsibility
- Significant institutional service
There are multiple paths to advancement
The Panel

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The PRS is critical

• Your Position Responsibility Statement (PRS) ‘states your path’
• Sets the context for your contributions by stating proportion of effort in areas of responsibility
  – Department
  – Letter writers
  – College P&T committee and beyond
Career planning best practices

• Be deliberate about your choices of activities
  – Research directions
  – Teaching/education activities
  – Institutional service activities

• Profession networking/service is very valuable
  – Network of peers to provide you with visibility and opportunities
  – Network of peers to help write letters
Tips and best practices for portfolio preparation

• Portfolio should build a case/tell a story
  – Scholarship data should support the case
  – Articulate impact of your activities

• Avoid ambiguity
  – State significance of awards
  – State your role in collaborative efforts

• Your story should be accessible by those outside your area of expertise

• Letters are crucial
  – Reputation of writers
  – Letters should provide writer’s assessment of significance or impact of candidate’s accomplishments
Feedback and Guidance

• Establish or leverage mentors
  – Mentors are resources and sounding boards

• Ensure that there is dialogue during your annual performance evaluation with your chair regarding preparing for promotion and PRS

• Establish clear goals for each year aligned to your promotion