Pathways to Advancement: Associate to Full Professor

Annette O’Connor, VDPAM
ADVANCE Administrative Fellow 2009-10
Office of the Executive Vice President & Provost
Pathways to Full Professor

• Purpose of workshop:
  • Discuss issues related to the career path from associate rank to full professor rank
  • Hear about data and experiences that describe the paths to the full professor
  • Hear about needs of faculty in the associate professor rank
Agenda today

- Presentation of National and ISU data
- Presentations by full professors candidate from 2009
- Presentation by Associate Provost for Faculty Advancement and Diversity
- Question/answer session with panel
Background: Nationally

- “Standing Still: the Associate Professor Survey” Modern Language Association, 2009

- “Pushback: The Negative HRD experiences Afforded to Post-Tenure Female Faculty in the United States 1988-2004” Dr Shani D. Carter, Rhode Island College, 2010
Nationally: MLA study

- Source population: 7,652 MLA associate and full professors
- Study population: 1,206 members randomly selected
- Sample population: 402 responses.
Nationally: MLA study

Fig. 3 Average Time, in Years, at Rank of Associate Professor before Promotion to Professor

- Men (74 cases): 6.6 years
- Women (71 cases): 8.2 years
- All respondents (145 cases): 7.4 years
Background: Nationally

- Multiple cross-sectional study
- Pushback: The Negative HRD experiences Afforded to Post-Tenure Female Faculty in the United States 1988-2004, Dr Shani D. Carter, Rhode Island College
Study population

- U.S. citizens employed as faculty at 2 year, 4-year, and graduate level colleges and universities.
<table>
<thead>
<tr>
<th>Category</th>
<th>Number (1,000s)</th>
<th>Professor</th>
<th>Associate professor</th>
<th>Assistant professor</th>
<th>Instructor</th>
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Source: U.S. Department of Education
Figure 1
Percent of Faculty in Rank by Gender 2004

Source: U.S. Department of Education (see Table 1)

Figure 2
Percent of Faculty in Rank by Gender 1988

Source: U.S. Department of Education (see Table 1)
Iowa State University data

• Demographics in October 2009
Frequency Distribution of Discipline Within Full and Associate Rank

- STEM: 398
- NON-STEM: 185

Full Prof
Frequency Distribution of Gender Within Full and Associate Rank

- Female
- Male

<table>
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<tr>
<th>Rank</th>
<th>Female</th>
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<td>106</td>
<td>477</td>
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<tr>
<td>Associate Professor</td>
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Rank at Time of Hire for Current Full Professors

- Asst Profs: Female (79), Male (315)
- Assoc Prof: Female (12), Male (68)
- Full Prof: Female (7), Male (72)
- Admin: Female (8), Male (22)
Percentage of Rank at Time of Hire for Current Full Professors

- **Assist Prof**
  - Female: 75%
  - Male: 66%

- **Assoc Prof**
  - Female: 11%
  - Male: 14%

- **Full Prof**
  - Female: 7%
  - Male: 15%

- **Admin**
  - Female: 8%
  - Male: 5%
At Iowa State University are there differences in the time in associate professor rank between STEM and non-STEM disciplines and females and males?
• Average years as Associate Professor at ISU Prior to Promotion to Full Professor for Faculty Hired as Assistant Professors
Average Number of Years as Associate Professor

- HBD: 9.5 years
- SBS: 8.2 years
- STEM: 6.8 years
Average Number of Years as Associate Professor for Full Professors

- Female: 8.0 years
- Male: 7.1 years
- All: 7.3 years
• Years as **Associate Professor** at ISU Prior to Promotion to Full Professor for Faculty Hired as **Assistant Professors**
Background: ISU

• Does ISU have a large number of people who remain associate professors?
Proportion of Associate Professors by Promotion Cohort

- **15 or more years**: 29% (Men: 15%)
- **12-14 years**: 9% (Men: 6%)
- **9-11 years**: 10% (Men: 8%)
- **6-8 years**: 4% (Men: 3%)
- **3-5 years**: 18% (Men: 15%)
- **0-2 years**: 30% (Men: 25%)
Background: Iowa State University

- “In general, full professors tended to be the most satisfied while associate professors tended to be the least satisfied.” ISU satisfaction survey
- Increased communication about pathways
References


• Reports and Documents from MLA Committee on the Status of Women in the Profession. http://www.mla.org/rep_women

• ISU satisfaction survey http://www.advance.iastate.edu/events/events_chairs09.shtml
Ann Marie VanDerZanden

Professor, promoted in 2009

Department of Horticulture

Came to ISU in August of 2003 as an Associate Professor without tenure.
Jim Raich

Professor, promoted in 2009
Department of Ecology, Evolution & Organismal Biology
Came to ISU in 1992 as an Assistant Professor
Nicola Pohl

Professor, promoted in 2009
Department of Chemistry
Came to ISU in August of 2000 as an Assistant Professor without tenure.
Susan L. Carlson
Principal Investigator, ISU ADVANCE Program
Associate Provost for Faculty Advancement and Diversity
Panel Discussion
Annette O’Connor
Jim Raich
Ann Marie VanDerZanden
Nicola Pohl
Susan Carlson