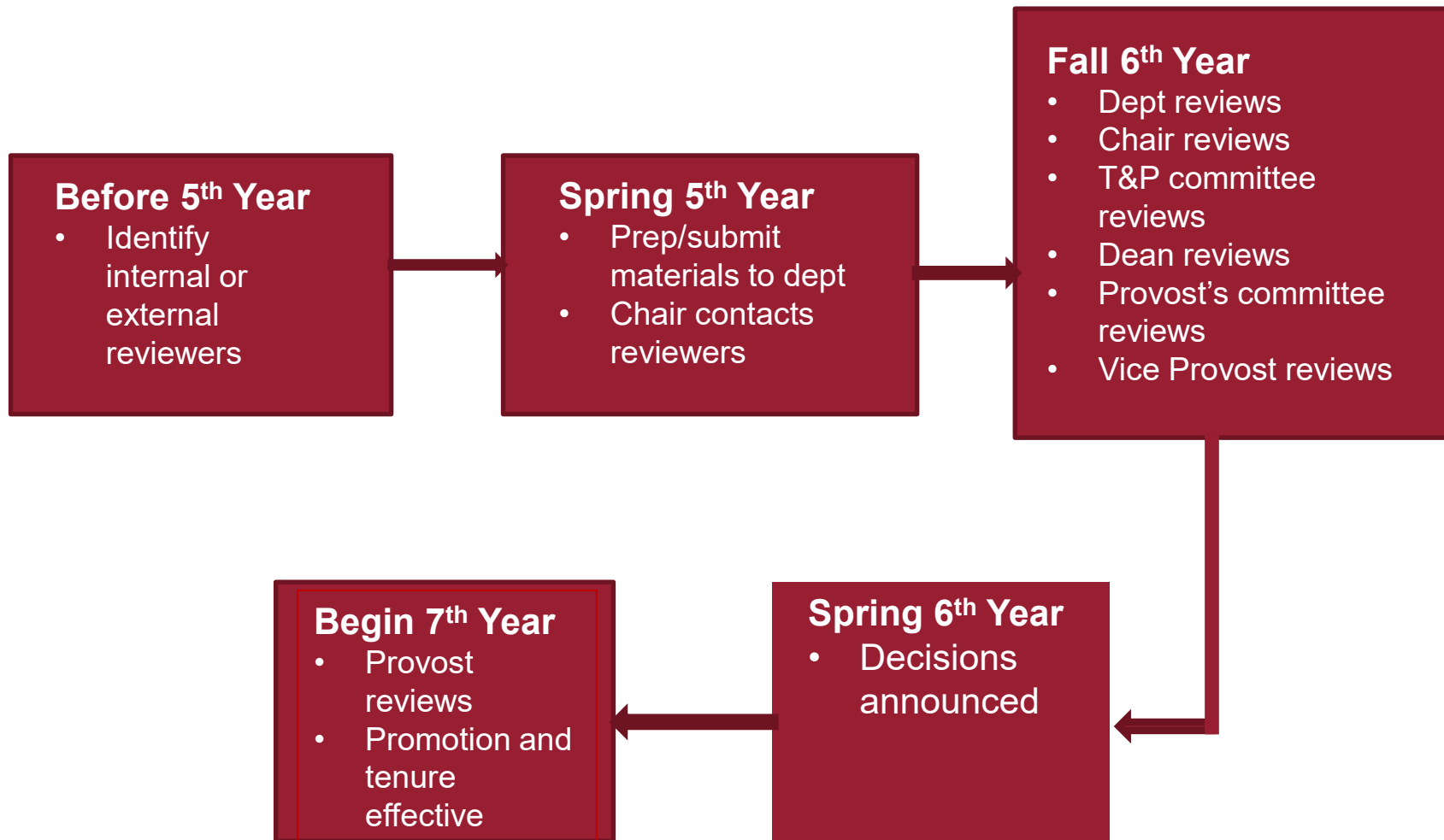




Promotion to Associate Professor for Career Track Faculty

Stats, Strategies, and Tips

Process and potential calendar



Third year or later: You may request an intensive review

CT Promotion to Associate Statistics, 2018-2023

	Total cases	F	M	Denials	Success Overall	Success F	Success M
Promotion to Associate	229	135	68	5	98%	99%	96%

- From 2018-2023, there have been 5 CT promotion denials out of 229 cases, making the success rate over the past 6 years **98%**
- Men: 3 denials, Women 2 denials
- Denials: Pullman = 2
Spokane = 2
Field (Ext) = 1
Spread across 5 different colleges (i.e., no one college is especially difficult)

Guiding Principles

- **Core principle/value:** The university values and seeks excellence in all the traditional missions of our land grant university and recognizes that true excellence is only achieved through the collective contributions of our faculty.

From the Faculty Manual: III C 4. Review of Faculty (p 63)

Core Mission

- Teaching
- Scholarship
 - Scholarship of discovery
 - Scholarship of integration
 - Scholarship of application
 - Scholarship of teaching
 - Scholarship of engagement
- Outreach and Engagement
- Service and Leadership
 - External
 - Internal

Helpful Strategies

- Start with the end in mind:
 - What overall impact do you want to have with your work?
 - Why does it matter?
- Map out the path
 - How will you get there?
 - How can you measure that impact?
- Take time each year to set annual goals and revisit career goals
- Use annual goals to help create semester plans for scholarship, teaching, service, outreach
- In your packet:
 - Document impact
 - Describe your workload distribution and expectations
 - Tell your story (try freewriting a first draft)

Helpful Tactics (Tips and Tricks)

- CT: Look for possible internal or external reviewers
- Keep a file into which you put all relevant materials
 - Course evaluations, annual reviews, notes from students, references you write, emails about where students ended up
- Review department, college, and university guidelines annually
- Create a network of mentors
 - Peers, career track and tenured faculty in your department and elsewhere
- Consider service requests carefully, but don't say no to everything
- Keep a "Feel Good" file

NCFDD Mentoring Map

WASHINGTON STATE UNIVERSITY

ADVANCE @ WSU

Day-long accountability - what to say yes to, what to say no to
- lots of important stuff has no built-in accountability

- Be specific about the ask, clear, well-defined request.

- Need
- When
- Success
- Inter
- ahead
- Greg
1. 3
2. 2
3. 1
- Trail
- Fac

NCFDD Mentoring Map

Faculty Member

Substantive Feedback (circular arrows icon)

Department Colleagues
1. _____
2. _____
3. _____

Professional Editor
1. _____
2. _____

Readers (use Intellectual Community)

Senior Faculty in Your Department
1. _____
2. _____
3. _____
4. _____

Sponsorship (graduation cap icon)

On Campus Mentors
1. _____
2. _____
3. _____
4. _____

Off Campus Mentors
1. _____
2. _____
3. _____
4. _____

Peer Mentors
1. _____
2. _____

Access to Opportunities (key icon)

Accountability (handshake icon)
for what REALLY matters

1. _____
2. _____
3. _____

Professional Development (book icon)

On Campus
1. _____
2. _____
3. _____
4. _____

Off Campus
1. _____
2. _____
3. _____
4. _____

Emotional Support (heart icon)

Priority
1. _____
2. _____
3. _____
4. _____

Family
1. _____
2. _____
3. _____

Role Models (graduation cap icon)

1. _____
2. _____
3. _____
4. _____

6. _____
7. _____
8. _____

Intellectual Community (brain icon)

Readings (20% of mentee's)

0-25%
1. _____
2. _____
3. _____
4. _____

25-50%
1. _____
2. _____
3. _____
4. _____

50-75%
1. _____
2. _____
3. _____

75-100%
1. _____
2. _____
3. _____

Safe Space (lock icon)

1. _____
2. _____
3. _____
4. _____

WASHINGTON STATE UNIVERSITY

National Center for Faculty Development & Diversity

Resources

- National Council for Faculty Development and Diversity (NCFDD)
 - Facultydiversity.org
 - Navigate to the Core Curriculum page
- Boice, R. (2000). Advice for New Faculty: Nihil Nimus. Allyn & Bacon
- Faculty Resources for Documenting Impact
 - <https://provost.wsu.edu/guidelines-and-forms/>
- Faculty Manual Section III C.4 “Review of Faculty”
<https://provost.wsu.edu/manuals-and-forms/>