



## **Promotion to Full Rank:**

Stats, Myths, Post-Tenure Strategies

## TT Promotion to Full Rank Statistics, 2018-2023

	Total cases	F	M	Deferrals	Success Overall	Success F	Success M
Promotion to Professor (TT)	183	70	113	10	95%	96%	94%

- From 2018-2023, there have been 183 promotion cases total, 10 deferrals, making the success rate over the past 6 years **94.5%**. On average 1-2 deferrals annually.
- Deferrals: Pullman = 8  
Tri-Cities = 1  
Vancouver = 1  
5 different colleges (i.e., no one college is especially difficult)

## Percent TT Women/Men at Associate Level 2023

	Pullman	Spokane	Tri-Cities	Vancouver	Other
Women	34%	64%	29%	47%	53%
Men	66%	36%	71%	53%	47%

## Percent TT Women/Men at Professor Level 2023

	Pullman	Spokane	Tri-Cities	Vancouver	Other
Women	16%	46%	10%	51%	21%
Men	84%	54%	90%	49%	79%

# Myths and Misconceptions

- You will hear that service doesn't count, and also
  - DEI work doesn't count
  - Invisible labor doesn't count
- And that teaching doesn't count
- A gap in research productivity means you won't be promoted
- Regardless of discipline, opportunity, or necessity, you must have grants to be promoted
- In the biomedical sciences, only NIH grants count
- Only sole-authored publications count
- Don't write context statement; it will be perceived as weak
- Don't do administrative service as an associate professor; you'll never get promoted

## 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

# After Tenure, Revisit your Professional Goals

- Start with the end in mind:
  - What overall impact do you want to have with your work?
  - Why does it matter?
  - Do you want it to be in the academic world?
- Map out the path after tenure
  - 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, community engagement
- In your packet:
  - **Document impact**
  - Tell your story (try freewriting a first draft)



# NCFDD Mentoring Map

**WASHINGTON STATE UNIVERSITY**

ADVANCE @ WSU

Day-to-day 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**

Department Colleagues  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

Professional Editor  
1. \_\_\_\_\_  
2. \_\_\_\_\_

Readers (use Intellectual Community)

Senior Faculty in Your Department  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

**Sponsorship**

On Campus Mentors  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

Off Campus Mentors  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

Peer Mentors  
1. \_\_\_\_\_  
2. \_\_\_\_\_

**Access to Opportunities**

**Accountability**  
for what REALLY matters

**Safe Space**

**Professional Development**

On Campus  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

Off Campus  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

**Emotional Support**

Friends  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

Family  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

Other  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

**Role Models**

1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

5. \_\_\_\_\_  
6. \_\_\_\_\_  
7. \_\_\_\_\_  
8. \_\_\_\_\_

**Intellectual Community**

Readings (20% of workload)

0-25%  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

25-50%  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

50-75%  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

75-100%  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

**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
- 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/>