

PROMOTION TO
PROFESSOR WORKSHOP

OCTOBER 24, 2024



AGENDA

- > Time in Rank
- > Process Review
- > Provost Perspective
- > Dean Perspective
- > University Committee Perspective
- > Views from Recently Promoted Faculty
- > Questions and Discussion

SPEAKERS

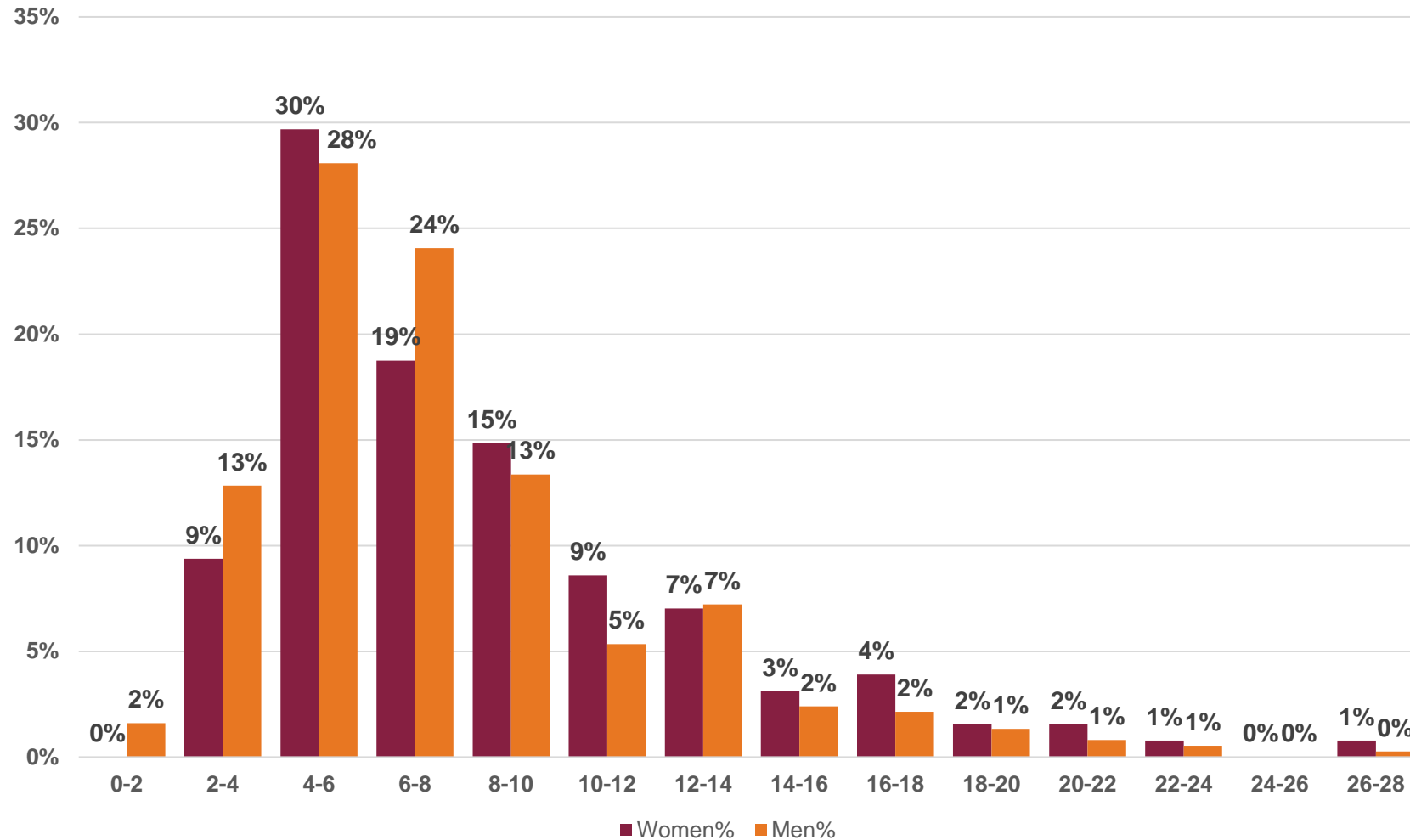
- RON FRICKER, VICE PROVOST FOR FACULTY AFFAIRS
- KEVIN PITTS, DEAN, COLLEGE OF SCIENCE
- DANESH TAFTI (UNIVERSITY P&T COMMITTEE MEMBER), PROFESSOR, DEPARTMENT OF MECHANICAL ENGINEERING
- QUINN THOMAS (RECENTLY PROMOTED), PROFESSOR, DEPARTMENT OF FOREST RESOURCES AND ENVIRONMENT CONSERVATION
- GUOLIANG (GREG) LIU (RECENTLY PROMOTED), PROFESSOR, DEPARTMENT OF CHEMISTRY
- JULIA GOHLKE (RECENTLY PROMOTED), PROFESSOR, POPULATION HEALTH SCIENCES



TIME IN RANK BY GENDER

% DISTRIBUTION OF TIME IN RANK FOR PROMOTIONS TO PROFESSOR SINCE 2000

(Individuals promoted from Associate Professor to Professor at Virginia Tech)



WOMEN

Average Years in Rank

8.76

Median Years in Rank

7.10

MEN

Average Years in Rank

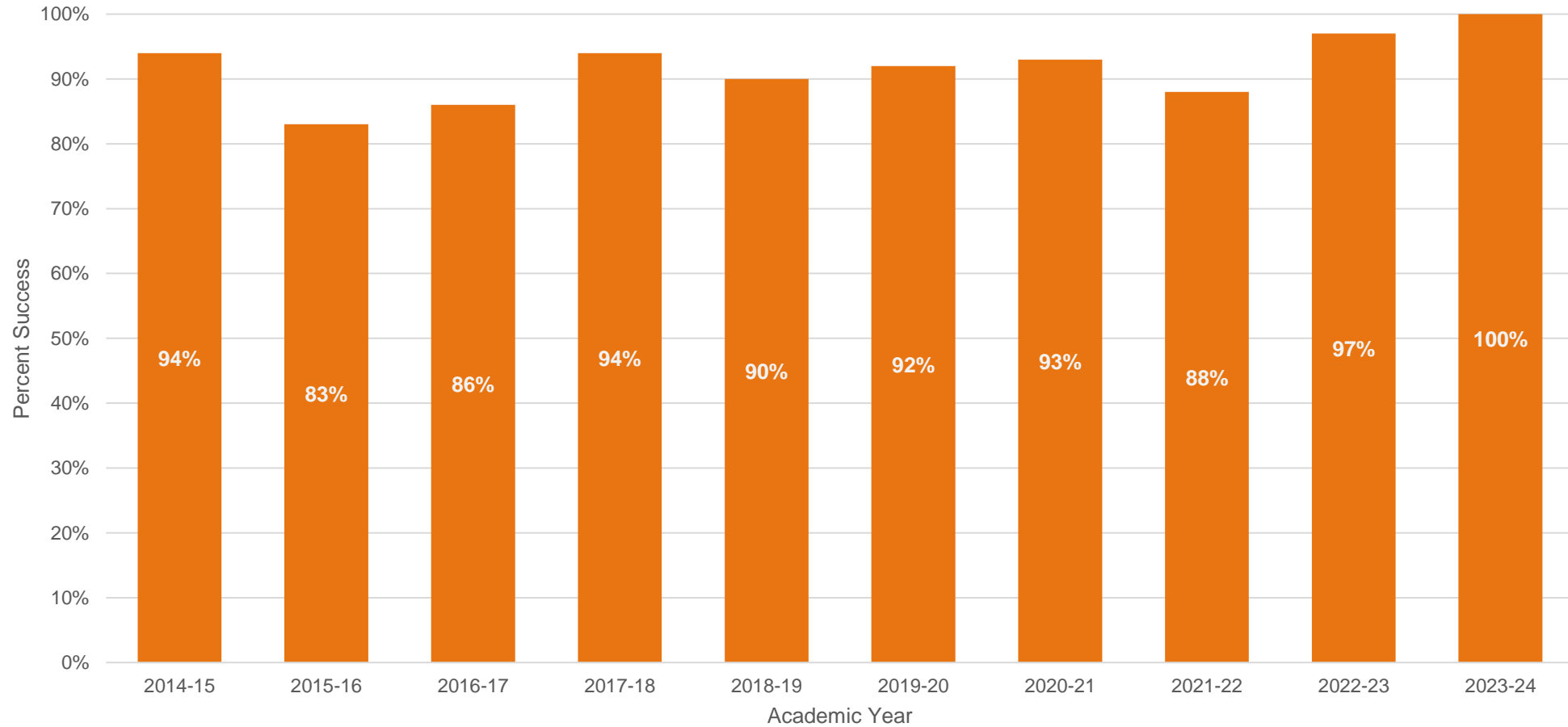
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Median Years in Rank

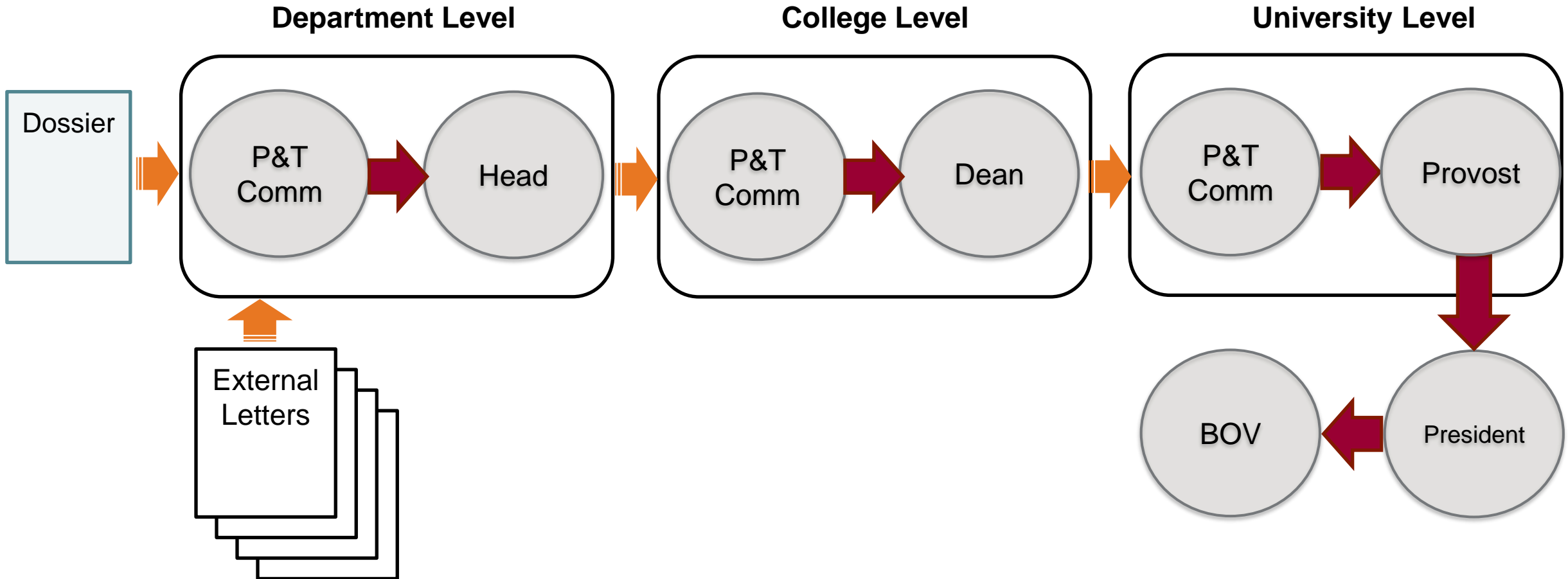
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PROMOTION TO PROFESSOR SUCCESS 2014-2024



PROMOTION AND TENURE PROCESS



CHANGES TO P&T POLICIES AND PRACTICES

Dossier changes:

- > Executive summary tables: columns for before and since last promotion or before and since coming to VT, whichever is later
- > For promotion to professor, increasing expectations that candidate has advised and graduated a terminal-degree graduate student
- > Tenure-track committee voting restricted to those with tenure
- > External reviewers asked to self-disqualify if they violate “too close” criteria
 - Note: “Recent” publications now defined by NSF criteria: within the last four years
 - Colleges can make this more stringent, meaning increase the length of time
- > New form for candidates to certify their external reviewer nominees

Some reminders:

- > Two progress reviews for promotion to associate and one for promotion to professor
- > Peer teaching evals: at least two required and they should be thorough (so committees don't have to just use SPOT scores)
- > No dossier revision after submission
 - Department head or dean's letter used to communicate new information

DEPARTMENTAL/COMMITTEE RESPONSIBILITIES

- > External reviewers should be chosen by department committee/department head, with minority suggested by candidate
 - > External reviewers should be professors from competitive and aspirational peer universities and appropriate other institutions (e.g., government)
- > Department head's letter should address the expectations for the candidate's promotion in the context of departmental standards and candidate's assignment in:
 - > Research, scholarship and/or creative achievements
 - > Teaching and instruction
 - > Service and outreach
- > Committee letters should address major points of discussion, both positive and negative
- > All letters should address major points emphasized by external reviewers

KEY RESOURCES

> Colleagues

- > Professors in your department/school
- > Department head, chair, or school director
- > Members of the departmental P&T committee
- > Mentors and other professional colleagues

> References

- > Faculty Handbook, chapter 3
- > Provost's website
 - > Promotion and Tenure Guidelines
 - > Dossier Template and Cover Page
- > College and/or departmental expectations and procedural documents



PROVOST'S PERSPECTIVE

- > Promotion to professor reserved for those whose achievements are broad and noteworthy
 - > National and/or international distinction and leadership
 - > Excellence in research, scholarship, and/or creative achievement
 - > High level of competence in instruction, outreach, and service
- > Faculty Handbook (section 3.1.3):

“...appointment to the rank of professor is contingent upon national or international recognition as an outstanding scholar and educator.”

DEAN'S PERSPECTIVE



Kevin Pitts
College of Science

UNIVERSITY COMMITTEE PERSPECTIVE



Danesh Tafti
Professor, Department of Mechanical Engineering



PERSPECTIVES FROM RECENTLY PROMOTED FACULTY



Quinn Thomas, Professor
Department of Forest Resources and
Environmental Conservation



Guoliang (Greg) Liu, Professor
Department of Chemistry



Julia Gohlke, Professor
Population Health Sciences



QUESTIONS AND DISCUSSION

Visit the Promotion and Tenure website for more information:

<https://faculty.vt.edu/promotion-tenure.html>