AY19-13-F

Faculty Senate Issue Log Form

Date-Submitted: November 8, 2019

Title-of-Issue: Feedback to associate professors regarding advancement to full professor as a part of the annual review process

Description: Lack of clarity regarding criteria for advancement to full professor, as well as lack of feedback regarding the pace of advancement toward full professor

Rationale: A recent internal investigation I conducted documented a high proportion of associate professors at ODU who have not advanced to full professor in as timely a way as the Handbook would allow (i.e., 6 years).  In fact, 43.65% of all tenure-line associate professors fall into this category.  One of the major reasons identified for the lack of progress of many associate professors toward full professor is a lack of specific feedback from department/school chairs regarding the criteria for advancement to full professor, as well as feedback regarding the faculty member's progress toward full professor.  In those instances in which a faculty member is not making timely progress, it would be very helpful for an associate professor to know that, as well as to strategize with the chair as to how to make more timely progress toward promotion to full professor.  I suggest it might be helpful to insert into the policy on evaluation of tenured faculty, section II.4., a requirement that chairs offer to associate professors feedback on their progress to full professor and in those cases in which timely progress is not being made, for the chair to work with the faculty member to develop a plan for advancement to full professor.

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Date: November 8, 2019

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Submission Date and Time: Friday November 08th, 2019. 03:20:50 PM