The Promotion Agenda

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Objectives

- Examine analogies between IUSD and SOI
- Describe personal insights into the promotion process
- Discuss the necessary components of “promotability”
- Identify “promotability” challenges and strategies so as to deal with them
What can some guy from the dental school offer me??

- **Definition of Expert:**
  - Someone who “...has made three consecutively correct guesses” ... *(L.J. Peter)*

- **Promotion experience**
  - Assistant → Associate: Research
  - Associate → Full: Teaching

- **Director of teacher development**
- **Primary Committee Chair**
- **Basic scientist in a clinical environment**

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School Parallels: IUSD and SOI

<table>
<thead>
<tr>
<th>Basic Science</th>
<th>Applied Science</th>
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<tbody>
<tr>
<td>Text-based</td>
<td>Visual-based</td>
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<td>Didactic/Cognitive Science</td>
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<td>“Cellular” Level</td>
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<td>Service to Individuals</td>
<td>Service to Community</td>
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<td>“Basic Scientists”</td>
<td>“Clinicians”</td>
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Academic “Directions”

- Different roles
- Different times
- Different places
- Result: Different promotion directions
  - Assistant → Associate: Research
  - Associate → Full: Teaching

Academic life has many pathways and opportunities

Questions to Consider

- What characteristics of faculty make them “promotable”?
- How you will demonstrate your own “promotability”?
- If you sat on one of the promotion committees, what would you be looking for in a candidate’s dossier?
Promotion

- Recognition for/of your successes
- Based on MULTIPLE components of academic life
  - Research
  - Service
  - Teaching
- Hierarchy?

Hierarchy of the Triad Elements

- Candidate determined
  - Area(s) of EXCELLENCE
  - Adequacy in other areas

- What does Excellence mean?

http://www.informatics.indiana.edu/policies/infoptguidelines.html
Critical Issues for Promotion

- Defining and Demonstrating Professional Focus
- Collecting and Maintaining Documentation
- Compelling Personal Statement
- Linkage
- Peer Review
- Timing and Planning (...be a tortoise...)
- Look at everything you do from a dissemination perspective
Defining and Demonstrating Professional Focus

- Focus IS necessary
- What is your mission?
- What is the mission that you were hired to support?
- Focus on these
- Use your annual review process to refocus

Critical Issues for Promotion

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Collecting and Maintaining Documentation

- This is YOUR individual responsibility
- Significant reason for “promotability” problems??
- What strategies can you use to organize?
  - efiles
  - Calendar archiving
  - Paper folders
- Teaching, Research, Service

Critical Issues for Promotion

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Compelling Personal Statement

- Primary “focusing” document
- Your “voice” to the P &T committees
- Explains and illustrates
  - Academic philosophy
  - Achievements
- Contains specific examples
- You must be outspoken about you

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**Linkage**

- Relationship of your focus in the areas of teaching, research and service
  - Service related to Teaching/Research
- There most likely will be relationships...highlight them
- Shows connectedness and focus
- Shows breadth of activities
- Look for opportunities to connect what you do in the triad areas

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Peer Review

- Mentality or way of life
- FORMATIVE initially...not really intended for inclusion into promotion documents
- Peer review that might demonstrate improvement over time
- ASK for review, don’t expect that someone else will do this for you
- Administrators- set up a strategic focus on peer review

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- Look at everything you do from a dissemination perspective
Timing and Planning

- Simple rule: Start now
- Tortoise and hare...
- Still a “push” as you reach 3rd year review or promotion deadlines
- Promotion as an element of all that you do
- Routine regular focus on collecting documentation

Critical Issues for Promotion

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- Compelling Personal Statement
- Linkage
- Peer Review
- Timing and Planning (…be a tortoise…)
- Look at everything you do from a dissemination perspective
Dissemination

- Research/Teaching/Service are personally rewarding and may benefit “local circle”
- Not enough for EXCELLENCE
- Must benefit others
  - Profession
  - Citizens
  - Society
- Treat everything you do as something you plan to disseminate

Questions to Consider

- What characteristics of faculty make them “promotable”?
- How you will demonstrate your own “promotability”?
  - What would you write about in your personal statement?
  - What documentation would you use for support?
- If you sat on one of the promotion committees, what would you be looking for in a candidate’s dossier?
Demonstrating Promotability

- Describing accomplishments
  - Compelling
  - Overwhelming
- Examples and “data” to support
- Teaching, Research, Service
  - Have you addressed excellence in at least one area of the triad?
  - Have you addressed adequacy in the other two domains?

SOI Mission Excellence

- “Any sufficiently advanced technology is indistinguishable from magic.”
  - Sir Arthur C. Clark, Profiles of the Future (1973); The statement is often referred to as “Clarke's Third Law”

- “…mission of School of Informatics is to educate the citizens that advanced information technology is indistinguishable, or at least inseparable, from science and art.”
  - Michael Dunn, SOI @ Indianapolis Home Page
Mission Areas

- Teaching
- Research
- Service

Excellence in Teaching

- Creative Activity
- Requires a focus on LEARNING
- Innovation and Risk
- Be critically reflective
- Document
  - What, why and how you teach
- Disseminate - scholarship
  - Excellence
Teaching and Learning

- “Any teacher that can be replaced by a machine should be!”
- It’s NOT just about teaching, it’s about LEARNING
- Documenting teaching should be viewed from multiple perspectives with LEARNING as a priority
- Sharing what you do and how it works

Excellence in Research

- Creative Activity
- Interactions and opportunities
- Plan and focus
  - Linkage to teaching, service?
- Funding vs. Productivity
- Peer review
- Dissemination - scholarship
  - Excellence
Service

- Must be at least adequate
  - “Necessary but not sufficient”
- Look for opportunities to link to teaching and research
- Opportunities
  - Department
  - School
  - University
  - Community
  - Profession
- Document
- Dissemination - scholarship

Questions to Consider

- What characteristics of faculty make them “promotable”? 
- How you will demonstrate your own “promotability”? 
- If you sat on one of the promotion committees, what would you be looking for in a candidate’s dossier?
Look at Your Own Dossier from the Perspective of the Reviewer

- Be clear on what reviewers will be expecting for excellence in your area
- Working in what you do academically to meet these expectations
- Write to describe these well.
- Two phases
  - the “do” phase” and the “write” phase
- what links them intimately is the “documenting” phase

Final Thought…

- “The only way of discovering the limits of the possible is to venture a little way past them into the impossible.”
  - Sir Arthur C. Clark, Hazards of Prophecy: The Failure of Imagination, In: Profiles of the Future (1962); This statement is often referred to as “Clarke’s Second Law