

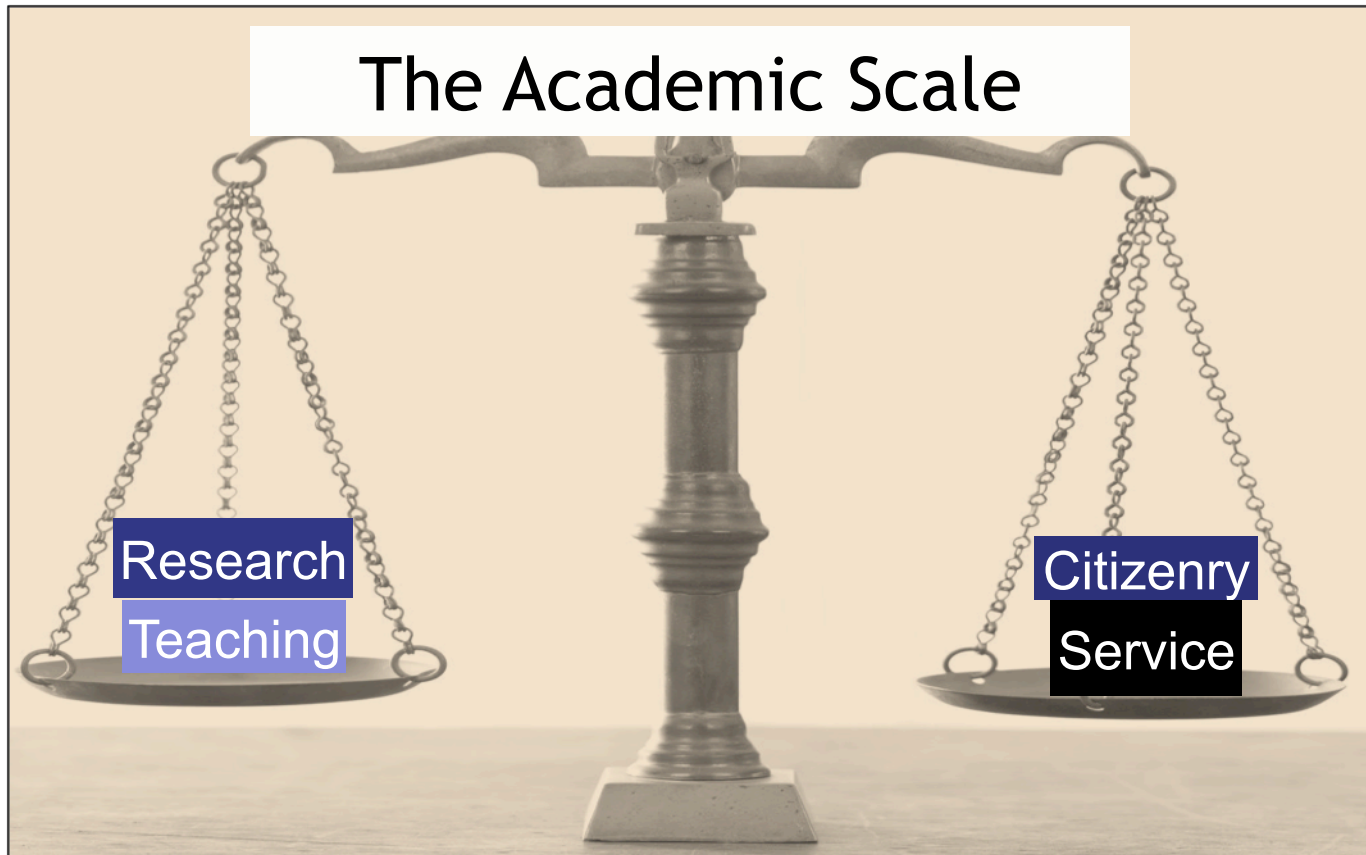


NSF ADVANCE:
Charting Your Path Conference
Deans' Panel
May 15, 2012

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What Role Do You Play in Helping Your Faculty Maintain a “Winning” Balance?





Question: *What Role Do You Play in Helping Your Faculty Maintain a “Winning” Balance?*

Answer:

1. For Our Faculty:

Faculty outside of the “traditional” power base in our environments need mentorship, advocates, and clear and consistent feedback

2. In the Execution of Hiring and RPT Processes:

It is key that we ensure that our department and college environments make professional success possible for ALL faculty.





*What is a “Winning” Record of
Performance at the Full
Professor Rank?*





*What is a “Winning” Record of
Performance at the Full
Professor Rank?*

*Well respected scholar with “national
and international” recognition.*





The Road To Full Professor

Innovative Researcher Respected Leader In Her Field



Great Educator



Strong University Citizen



The Road To Full Professor



Dossier Components

- Innovative Researcher
- Great Educator
- Service/Engagement
 - Respected Leader in Their Field
 - Strong University Citizen

Examples of Key Metrics

- Publications
- External grants
- External reviewer letters
- Awards, keynote talks, etc.
- Research leadership
- Student success
- Professional leadership





Actions You Can Take To Assist The Professional Success of Faculty in Under-represented Demographics in the Academy

Award Nominations

Assist their Professional Visibility

Key Metrics

- Publications
- External grants
- External reviewer letters
- Awards, keynote talks, etc.
- Research leadership
- Student success
- Professional leadership

Help Make Professional Introductions

Help Shield Them from Service Overload

Demand Fair Non-Prejudicial Processes





Your Docket is Already Full.
How Can You Possibly Fit This In Also?





Your Docket is Already Full.
How Can You Possibly Fit This In Also?

Hold Yourself Accountable For Being Conscious Of
Barriers and Pitfalls, AND Remember the Goal:

**A Successful Academy Relies On All Faculty
Groups Achieving Professional Success.**

*Anything less communicates volumes to our
Faculty, Staff, and Students.*

