NSF ADVANCE:
Charting Your Path Conference

Deans’ Panel

May 15, 2012

Robin N. Coger, Ph. D.
Dean of the College of Engineering
Professor of Mechanical Engineering
North Carolina A&T State University
What Role Do You Play in Helping Your Faculty Maintain a “Winning” Balance?

The Academic Scale

Research
Teaching

Citizenry
Service
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

**Key Metrics**

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

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.