



P<sup>3</sup> is a recent initiative motivated by a small group of faculty women discussing the idea of getting together to prepare their packages for promotion to full professor. The concept was proposed to Advance at the end of the 2015 academic year, as a collaboration with CREW. CREW informed reps from every college about this new group and asked for the names of women faculty planning to submit promotion materials in fall of 2017. These women were invited to join this peer support group. Ultimately, the group consisted of seven faculty from five colleges (Science, Engineering, Applied Science & Technology, Computing and NTID).

Four meetings were convened, three of which were designed for P Cubed group members only and one which was open to any interested faculty. Each P cubed only meeting centered on a discussion topic and suggested “assignment” to complete before the meeting.

#### Session One: College Policies: June, 2016

- Bring a copy of your college’s promotion policy
- 4 out of 7 attended

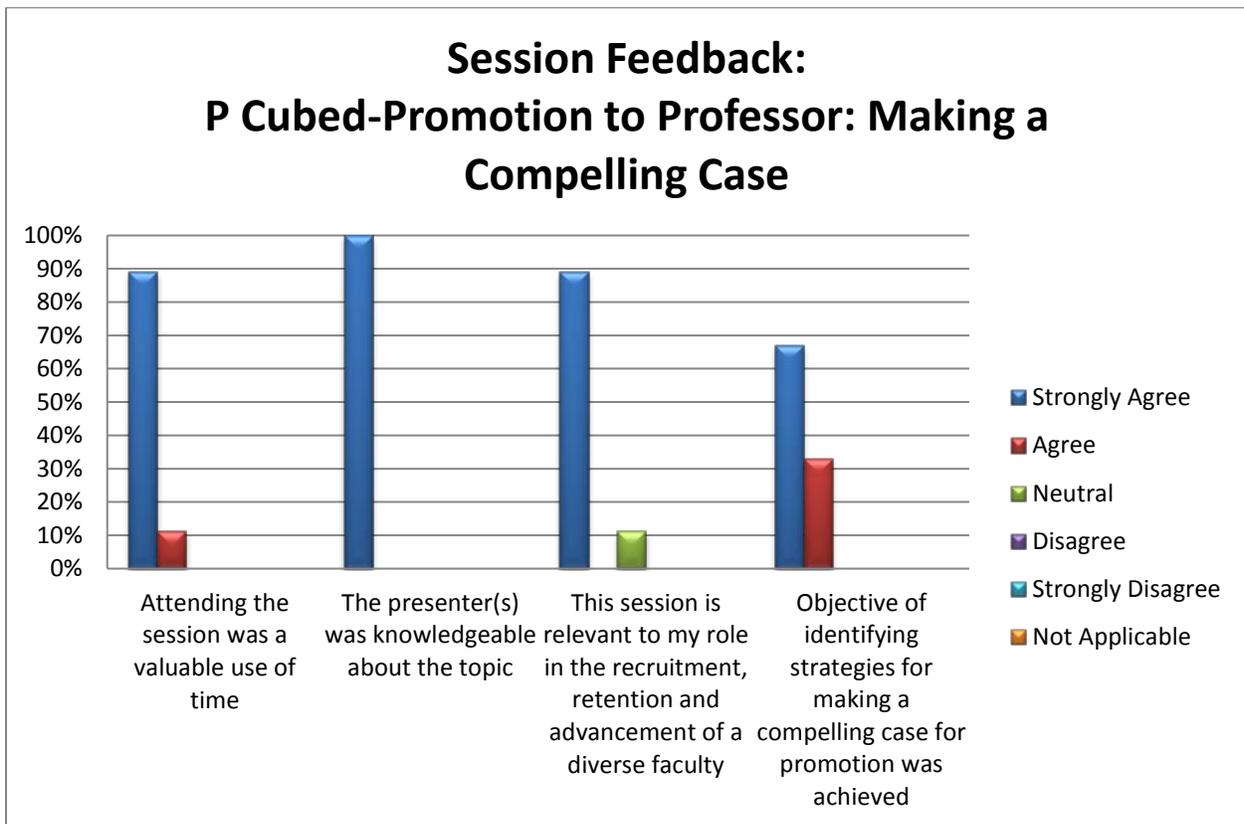
#### Session Two: Research Statements and External Letters: July, 2016

- Get a copy of a colleague’s promotion package (or a portion, such as their research statement). We will not share these with each other. We can discuss what we learned from reviewing someone else’s statement
  - How well did they sell their work?
  - Were there interesting strategies/formatting used?
  - Were there things you thought could have been done better?
- Contact at least one potential external reviewer (some of you have already had to complete this!). We will share out strategies for selecting the reviewers and our experience with the process. Did they say yes?
- 4 out of seven attended

#### Session Three: Title: P<sup>3</sup> presents: Promotion to Professor: Making a Compelling Case- A Discussion with the Provost and Senior Leaders; August, 2016

- Jeremy Haefner, Provost, Anne Haake, Dean of GCCIS, and Peter Hauser: NTID Professor, Director, Deaf Studies Laboratory Director served as panelists for this session. Questions provided to the panelist prior to the event included:
  - Can you give an example of a strategy someone used in making their case for promotion that you thought was particularly successful?
  - Can you share what you think are common mistakes that candidates make in preparing their package?

- If your time since last promotion has involved both mostly-administrative time and teaching/research time – do you have suggestions on packaging our narrative to address needs of promotion guidelines?
- Are there ever quotas or limits placed on the number of faculty who can be promoted in any given year?
- 5 out of seven attended
- 9 other women faculty attended
- A survey was given to all participants, Feedback included the statement: ***“This was a great panel, very helpful”***



Session Four: Prep Time: September, 2016

- Participants were asked to bring their computer to work on their final submission
- 3 out of seven attended

Upcoming events: The P Cubed members are meeting for lunch on October 25 to celebrate successful submission of their promotion packages. One member of P cubed opted to defer submission of their promotion package.