

“I feel like I’m drowning most days”:

The associate professor perspective
on struggling towards promotion

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CASNR

CAS

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THE UNIVERSITY OF
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COACHE

The Collaborative on Academic Careers in Higher Education
at the Harvard Graduate School of Education

SEC Academic Leadership Development Program

What factors do you feel were/are ...

Assistant to Associate	Associate to Full
... most helpful most helpful ...
... most hindering most hindering ...

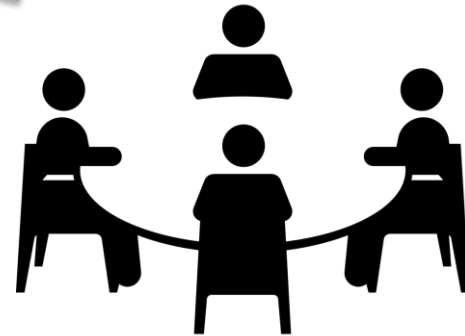
	Assistant to Associate	Associate to Full
Facilitators		
Barriers		

RESPONSES



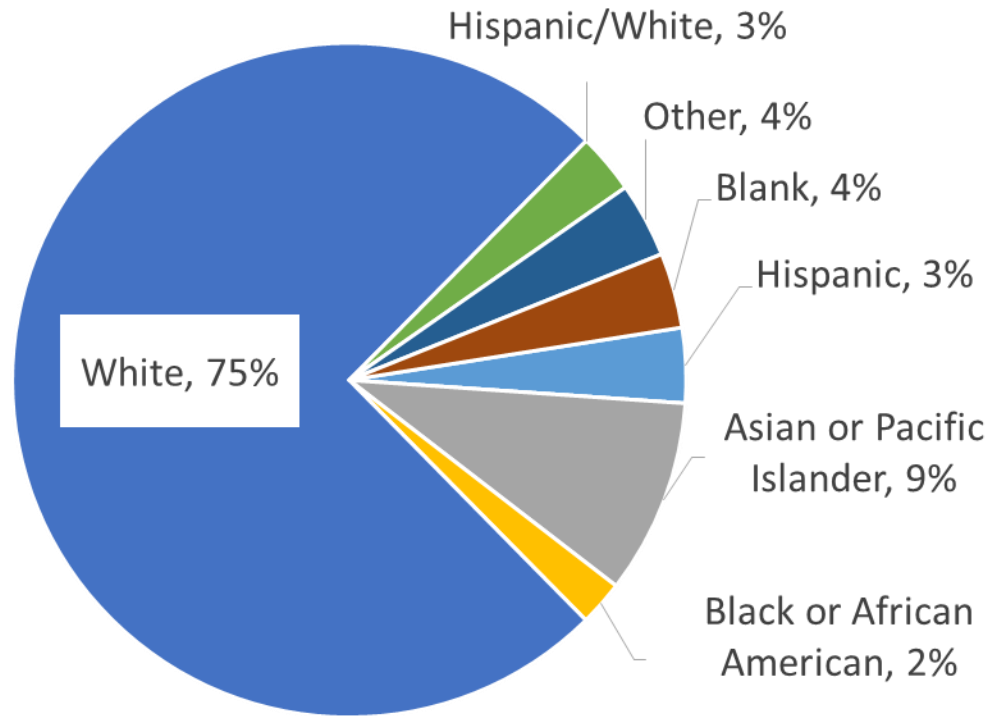
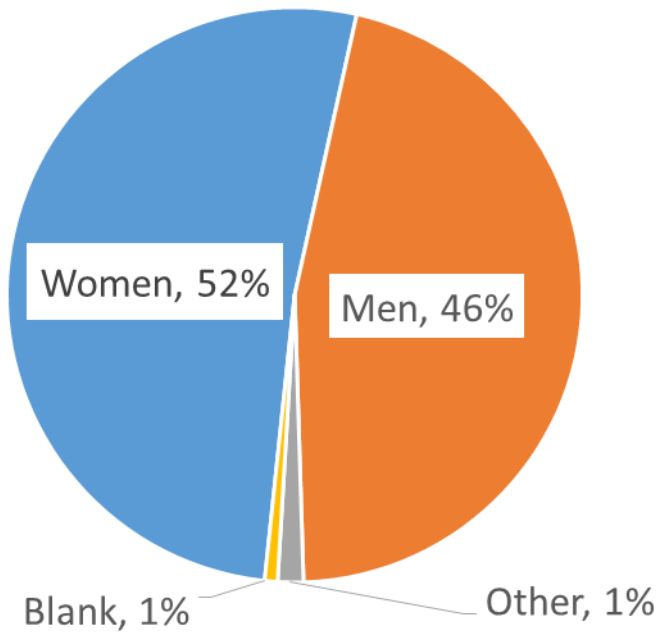
	Category 1	Category 2	Category 3	Category 4	Etc...
Andy					
Bonnie					
Carole					
Jeff					

CATEGORIZATIONS



**NEXT:
RESULTS**

403 associate professors invited
139 responded (34%)



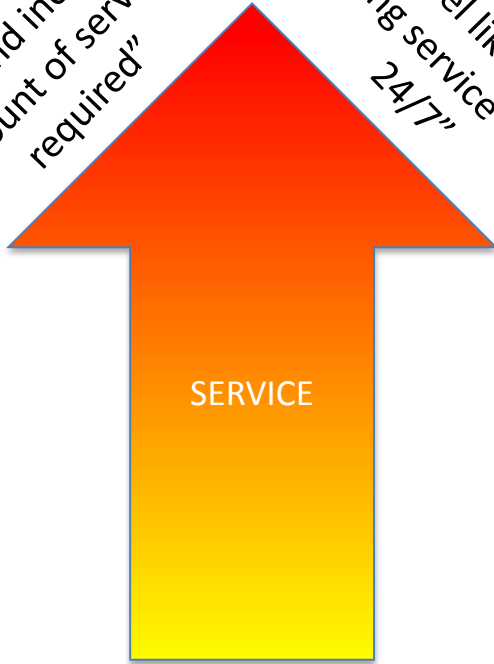
Prominent Categories for Associate Professors

Vol Vision 2020 Priority	Facilitators	Barriers
RESEARCH	Productivity	
FACULTY/STAFF	Supervisory & peer support	Service
		Expectations
RESOURCES	Ext/Int funding	Ext/Int funding
DIVERSITY/INCLUSION		Bias, bullying, climate

How do these results compare to their experiences as assistant professors?

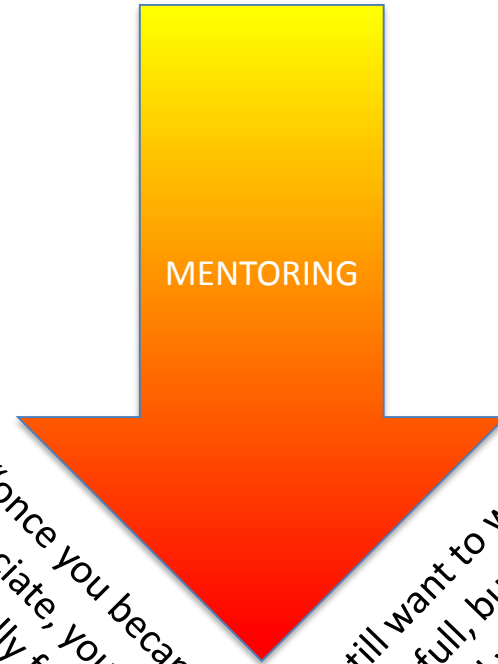
“rapid and increased amount of service required”

“I feel like I am doing service work 24/7”



“overwhelming service responsibilities”

“I don't have a departmental mentor”



“once you became associate, you were essentially forgotten”

“I still want to work toward full, but no one has talked with me ...”



Erika's Physics Blog

Key Points

Recommendations

- Formalize mentoring
- Improve access to internal funding
- Clarify expectations
- Enhance Diversity & Inclusion efforts
- Train supervisors
- Re-examine service and workloads

***Closing Thoughts:
The Importance of Relationships***