



Polytechnic University of Puerto Rico

Getting Promoted From Associate to Full Professor

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Institutional Overview - PUPR

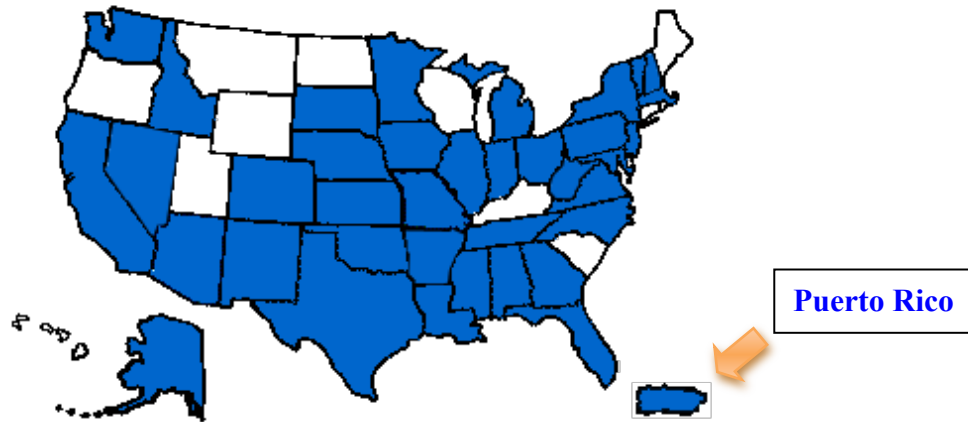
- Polytechnic University of Puerto Rico (PUPR) is a private, non-profit, four year co-educational higher education institution founded in 1966 offering academic degrees at the bachelors and masters level.
 - PUPR has graduated approximately 5,000 Hispanic engineers and surveyors. It is the second largest Hispanic Higher Education institution in the USA, serving around 6,000 students in the areas of Engineering, Architecture, Computer Science, and Business Administration.
 - PUPR is fully authorized by the Council of Higher Education, the state licensing agency, and accredited by the Middle States Association of Colleges and Schools (MSACS). Further, PUPR Bachelor of Science programs in Engineering are fully accredited by ABET.
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cont... Institutional Overview – PUPR

- PUPR has the following unique characteristics as a Hispanic Serving Institution (HSI):
 - 1) PUPR is the largest private Hispanic engineering school in all of the United States and its territories and the only engineering school in the metropolitan area of San Juan
 - 2) Twenty-three percent (23%) of the student body are female
 - 3) Our students come from diverse backgrounds
 - 4) PUPR is one of the very few Hispanic and Minority CAE/IAE designated institutions in the United States and the only one in Puerto Rico and the Caribbean
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cont... Institutional Overview – PUPR

- PUPR was designated a National Center of Academic Excellence in Information Assurance Education (CAE/IAE) by the National Security Agency and Department of Homeland Security (NSA/DHS) in June, 2009. PUPR is proud to be the first CAE/IAE in Puerto Rico.



PUPR as a Hispanic Serving Institution

(HIS)

As Full Professor at the Graduate School at PUPR I am Coordinator of the following graduate programs:

- ❑ Master in Computer Science Programs (MCS, MS CS)
 - ❑ Master in Computer Engineering Programs (MCpE, MS CpE)
 - ❑ MBA in Computer Information Systems (MBA CIS)
 - ❑ These programs promote graduate research and education in business information systems, science, math and engineering.
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From Associate Professor to Full Professor

1. Typical Length of Time between being promoted from Associate to Full Professor at PUPR is 5 years.
 2. Some HSI's lack research infrastructure, therefore there is an emphasis on the teaching component. Recruitment and retention is very important in this institution due to the educational background of some students.
 - a) Associate professors are expected to have research productivity. Publications are always taken into account for promotion ("Publish or perish").
 - b) Grants help to develop the research infrastructure and the development of modern, state-of-the-art laboratories for research and education.
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Cont... From Associate Professor to Full Professor

3. Teaching and service are the primary basis of evaluation for the promotion to Full professor in the universities that lack the research component.
 - a) Heavy academic load coupled with low pay discourages faculty to be active in research activities.
 - b) Faculty emphasizes on supporting retention and recruitment efforts. Serve as mentors to promote graduate studies and involve students in REU.
 - c) Serve as a Senior Project Advisor to involve students in projects that serve the community and give visibility to the Department.
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Cont... From Associate Professor to Full Professor

4. An Associate professor does not necessarily need to have a national or international reputation to be promoted to Full Professor.
 6. I do not recall any situation at PUPR where the department faculty recommends a professor and the Dean or Provost turns him/her down.
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Cont... From Associate Professor to Full Professor

6. Intra-faculty rivalry and jealousy should be handled with care:
 - a) In order to work in harmony, they should primarily be assigned to different projects although they may have to interact at some moment.

 7. The most difficult part of being promoted to full professor is receiving positive evaluations from students, peers and administration. Work hard, help the department.
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Cont... From Associate Professor to Full Professor

8. An advocate is important in the faculty's development from Assistant Professor to Associate Professor; However, from Associate to Full Professor an advocate is not always necessary because at that level faculty should already have an institutional impact through their research and educational activities.
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Conclusions

- To be promoted to Full Professor it is important to:
 - ❑ Be a good team player
 - ❑ Be able to make allies
 - ❑ Let others know about the activities you are involved in. Don't be a loner, share your experiences.
 - ❑ Serve in university committees
 - ❑ Serve as a grant proposal reviewer in Federal Agencies such as DoD, NSF, among others.
 - ❑ Serve as a fellowship or scholarship grant proposal reviewer in federal agencies such as: NSF, DoD SMART, NDSEG, among others.
 - ❑ Serve as a Thesis or Project Advisor for graduate students.
 - ❑ Get involved in the accreditation processes at the university such as ABET, Middle States, Council of Higher Education, among others.
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Conclusions

- To be promoted to Full Professor it is important to (cont.):
 - ❑ Attend national and international conferences and workshops (network with peers!), professional development
 - ❑ Publish regularly
 - ❑ Promote life-long learning, be a good teacher.
 - ❑ Be involved in research and curriculum development, proposal writing, and mentoring of young faculty.
 - ❑ Develop strategies to increase educational activities, and for program and certificate development, aligned with the overall objectives of the Department.
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Thank You

