

**The amount of documentation required for going up for Full by far exceeds what you have to put together to be promoted from Assistant to Associate.**

**MYTH**

# FACT:

The packets needed are quite similar in nature, and there are page limits on most summary documents - it's not as cumbersome as many Associate Faculty think.

**There are no real, tangible  
benefits of going up for Full.**

**MYTH**

# FACT:

Tangible benefits of going up include a \$10k raise, opportunities to serve on committees that shape our institution but that are limited to Full Professors (e.g. P&T), eligibility for research and scholarship awards limited to Full Professors. For many, promotion to Full comes with increased national visibility and opportunities to lead research projects, participate in panels, and contribute to steering committees of national professional organizations.

**Your department chair needs  
to nominate you for you to go  
up for promotion to Full.**

**MYTH**

# FACT:

You are the driver of your own career. While department chair support is important in going up for promotion, you can absolutely initiate conversations about going up. Set up a meeting, ask what you are missing, discuss resources you need and schedule a follow-up meeting so you can discuss how you closed gaps and got ready!

For an external letter writer to be considered "arm's length", they can't know you personally.

**MYTH**

# FACT:

Although you should not be a co-author on papers or book chapters with your external letter writers, there is no rule against you having served with them on panels or national committees. In fact, them knowing you and your work is a important.

If my research and teaching are solid, my chair and colleagues will find out and I will be nominated for promotion to Full, it's just a matter of time.

**MYTH**

# FACT:

You need to build your case - discuss your research outcomes, recognition and accomplishments with your peers and share them with your department chair. If you do not advertise for yourself, your chair and peers will have limited information and talking points with regards to your accomplishments.

**My national/international reputation as a scholar and my grants are not as important for going up for Full as my ability to self-promote, run meetings effectively and be perceived as someone with leadership potential.**

**MYTH**

# FACT:

The criteria for promotion to Full are focused on your national/international reputation and your research accomplishments. They are specified in the UH P&T guidelines. Leadership potential as perceived by others or exhibiting specific behaviors in meetings is not a criterion.

Once you are promoted to Associate, you can relish the achievement, slow down a bit and then move towards promotion to Full.

**MYTH**

# FACT:

As soon as you get promoted to Associate, you need to strategically plan how you will maintain and enhance your scholarly profile and national/international reputation. Don't lose the momentum you've built up while working on achieving tenure.