

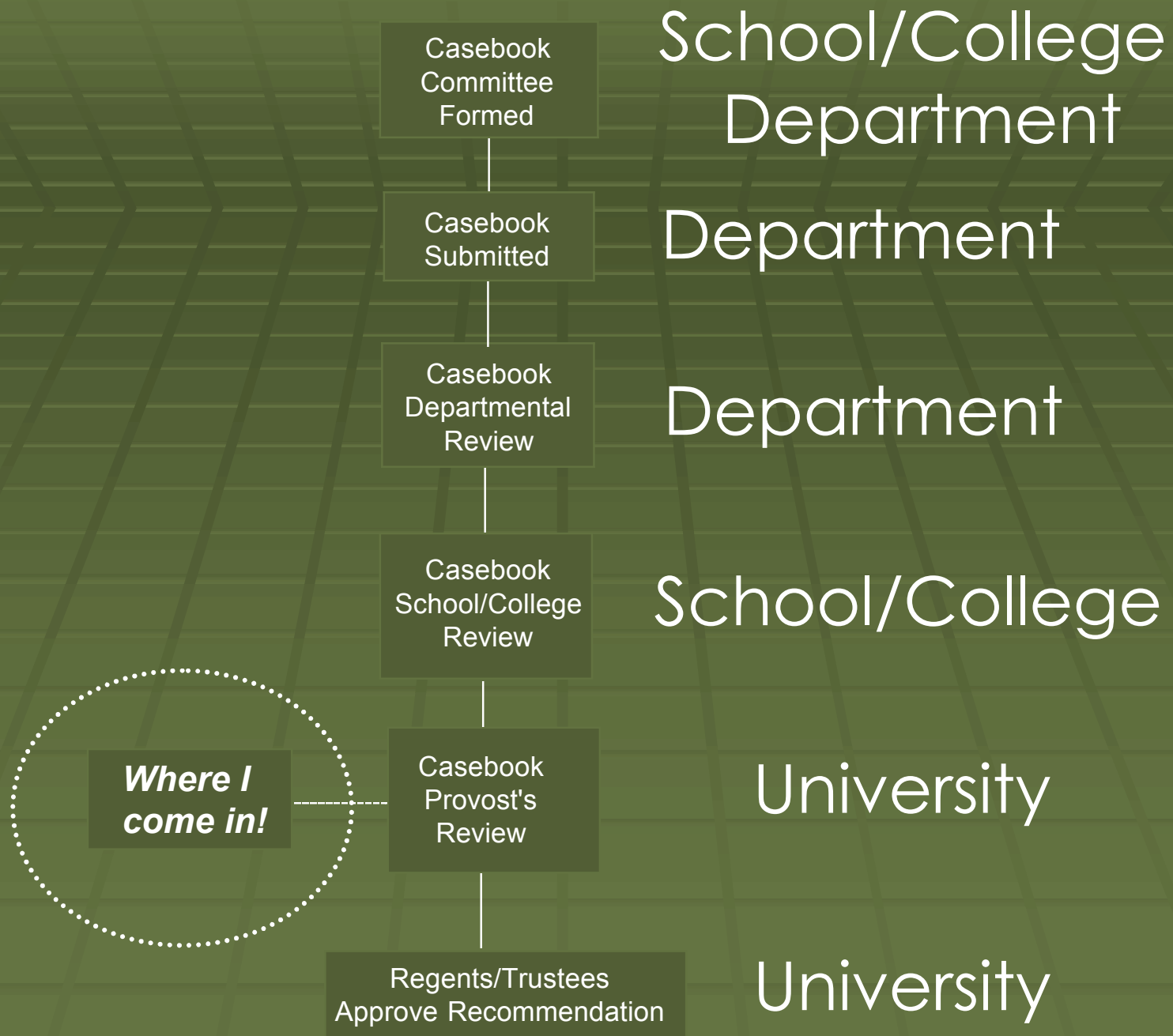
**2006 MINORITY
FACULTY
DEVELOPMENT FORUM
*VIEW FROM THE ADMINISTRATION***

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Arthur F. Thurnau Professor
Associate Dean of the Graduate School
The University of Michigan

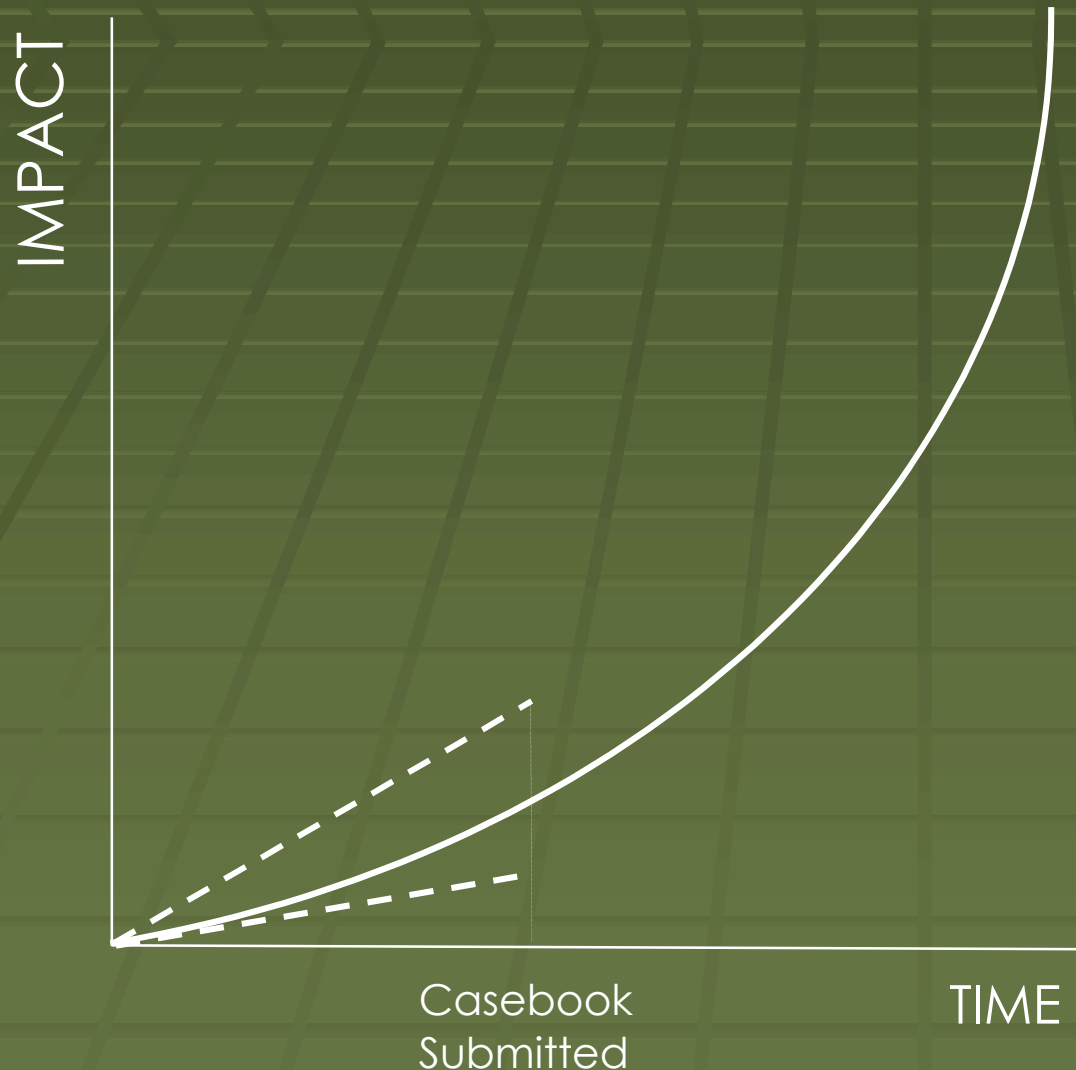
WHO AM I?

- Faculty member at Michigan since 1992
 - Experimentalist in Plasma Physics
- “Named” full professor in Aerospace Engineering and in Applied Physics
- Associate Dean for Michigan’s graduate school — engineering & physical sciences
- Project Director, NSF-funded Michigan *Alliances for Graduate Education and the Professoriate (AGEP)*

Generic P&T Process



PREDICTING FUTURE SCHOLARLY IMPACT



Measures of Impact

- Publications
- Students
- Funding
- Awards
- Invited talks
- Patents, IP, etc.
- LEADERS' OPINIONS

TEACHING EVALUATION

- Teaching scores
- Mix of courses taught (UG vs Grad)
- Introduction of new courses and/or significant modification of existing ones
- Advising undergraduates and graduate students (perhaps postdocs)
- Your teaching contribution statement
- OPINIONS OF STUDENTS YOU TEACH AND ADVISE

EVALUATION OF SERVICE

Citizenship (internal)

- Departmental
 - Search committee
- School
 - Curriculum committee
- University
 - Football mentoring
- Local
 - High school lecture

Professional (external)

- Journal reviewer
- Proposal review panel
- Session chair/organizer
- Advisory board or study panel member (e.g., DSB, NRC, NASA)

FROM MY PROSPECTIVE

- P&T process is extrapolating impact over 30+ years from a few data points
- Consistent improvement is what we look for
 - Unjustified spurts are flags
- Balance between quality and quantity- both have their place
- Poor teaching will hurt you
 - Good teaching takes time and is worthwhile
- Beware of overdoing service but ZERO service is a flag
 - Learn to say no...often
 - Pick something you enjoy

**WHAT SCARED ME THE
MOST WHEN I CAME UP?**

The thing I had the least
control of....

THE LETTERS OF REFERENCE

THANKS!