PROMO (Promoting Really awesOme Members of Our campus community)

**Motivation/Purpose**

Members join to receive support from one another in the Tenure/Promotion Dossier writing process. They want to help each other stay focused, keep each other from giving up, and help each other create strong dossiers.

**Aim/Goals/Intended Outcomes**

Our goal is for each member to submit a Tenure/Promotion Dossier on time of which s/he can feel proud.

**Resources and Constraints**

Other Dossier-writing resources include the Coaching Database, Tenure/Promotion workshops, and Aggregating Data workshops. Our facilitator can field questions for members and direct them to the appropriate place if they need additional input.

**Strategies**

Strategies vary with every team, but may include:

- deep discussion about obstacles to submission, with support tailored by the circle to meet the needs of individual members.
- reading parts of each other's dossiers and offering feedback.
- setting deadlines for ourselves by which we must finish discrete parts of the work
- meeting socially to offer support and encouragement

**Testimonials**

- The PROMO group provided me with much needed professional as well as emotional and motivational support from the initial meeting in the spring, throughout the summer, and to the meetings in the fall before my document was due. More than anything, the PROMO group gave me encouragement as a first-time writer of such a document that I was not alone.

- The PROMO C4ward is a reassuring, caring group that offered exactly what I needed: ideas on how to organize, tips for editing, and some (self-imposed) deadlines for my document.

- Highly recommend the PROMO C4Ward to anyone working on contract renewal, promotion, or tenure. Working with colleagues who were also grappling with their documents made me feel as though I was part of a team, not just off on my own.

**How it worked/Outcomes**

- In 2009, 4 of the 5 members submitted dossiers.
- In 2010, 4 of the 4 members submitted dossiers.
- In 2011, 4 of 5 members submitted dossiers.

**Contact Information:**

If you’re interested in joining PROMO now or in the future, contact Jill Abbott at jjmabbot@hawaii.edu or 734-9180.