PROMO (Promoting Really awesOme Members of Our campus community)

Motivation/Purpose
Members join to receive support from one another in the Contract Renewal or 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 Contract Renewal or 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 facilitators 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

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: other faculty members were struggling with their documents just as I was, many faculty members had already been through the trial and had emerged successfully, and if other faculty members could do it, then I could do it! I highly recommend any first-timer to join the PROMO group for the same support.
- reading parts of each other’s dossiers and offering feedback.

- 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.
- In Spring 2012, 11 members attended 2 meetings.

Contact Information:
If you’re interested in joining PROMO now or in the future, contact Lori Sakaguchi (llsakagu) or Veronica Ogata (vogata).