PROMO (Promoting Really awesOme Members of Our campus community)
current members: Shawn Ford, Dawn Khoafish, Satoru Shinagawa, Tony Silva

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. Of course, it would be wonderful if we were all promoted, too.

Resources and Constraints
Other Dossier-writing resources include the Coaching Database, Tenure/Promotion workshops, and Aggregating Data workshops. Our facilitator can field questions for us, and she knows where to direct them if they require 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

• parallel work time: meeting together in the same place, but working mostly independently

• 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

How It Worked/Outcomes
• In 2009, 4 of the 5 members submitted dossiers.
• In 2010, 4 of the 4 members submitted dossiers.
• We have 4 members so far for 2011, and we hope to have all 4 members submit dossiers.

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

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