This list of Good Practices is a product of the work of the ADVANCE Recruitment Committee’s research on associate professors. The promotion of professors from the rank of associate to full is less well defined than assistant professor promotion, in both Rice policy and practice. This uncertainty in process and the inconsistent level of guidance towards promotion are sources of frustration for associate professors. We present a listing of Good Practices, followed by the resources reviewed by the committee.

As a general statement about departmental “climate/culture,” the resources reviewed make these recommendations, which the Rice committee supports and believes should be the goal for departments.

- Administrative leadership has clear communication practices and shows appreciation and recognition of faculty work
- Collaboration is supported and encouraged at all levels of the institution
- Collegiality is a core value

**Suggested Good Practices**

**Career Development**

- Annual workshop titled *Going for Promotion: Associate to Full Professor*
  - Forum with the Provost would be part of the annual workshop
- Mid-career mentoring from more senior faculty and chairs to ensure associate professors have a good working knowledge of and are employing good strategies to achieve their career goals
- Department chairs track faculty work and help balance individual faculty’s work and help them understand departmental expectations

**Ongoing/Continuous Written Evaluation**

- All associate professors should be evaluated each year
- Tenured full professors meet yearly to discuss progress of all associate professors and provide feedback on their progress

**Policies and Procedures**

- More thoroughly written policies on evaluation of associate professors to include both qualitative assessment and quantitative data on their progress to promotion
- Department Chair training in giving faculty feedback and guidance