Candidates will be evaluated using the criteria of:
- Scholarship and professional growth,
- University and community service, and
- Excellence and effectiveness in teaching

Evidence of performance is to be objective and documented.
Myths About P&T

- They don’t read it, they just count stuff...
- Just keep pumping out stuff from your dissertation...
- Extension/engagement doesn't count, just research (and maybe teaching)....
- Public believes that once “tenured,” faculty do not work very hard
Helpful Hints

At the beginning

- Establish a publication plan (e.g. conferences, journals, journal impact)
- Start identifying and associating with colleagues in your field
- Identify mentor(s) [not necessarily in your direct field]

At Submission Time

- Submit names for letters from those that KNOW you
- Ask for examples of tenure packages from your mentors

Compiled by Dr. Howard, NSF Academic Workshop, February 25, 2011
Words of Wisdom

- **Teaching**
  - Teach in your area of passion if possible
  - Don’t be the hero and try to conquer THE hardest subject

- **Service**
  - Do your duty, but be savvy. It will pay off in the end as long as you don’t let it swallow you up.

- **Scholarship/Research**
  - Don’t Just Get on the Racetrack and Run
  - Always Look for Clear Products at the End of the Day