Academic Workshop for Underrepresented Junior Faculty and Senior Graduate Students

Navigating the T&P Process

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How to Get Tenure

Do Good Work
Distinguish yourself
Establish Connections
Don’t Tick People Off
Don’t Be A Bad Teacher
Have a Life

The T&P Mystery
Indefinite Tenure
Do Good Work

• Work on important problems
• Have a Publication Strategy
  – poster/workshop
  – conference
  – Journal
• Breadth vs. Depth
• Glamour Topics vs. Niche Topics
• Quantity vs. Quality?
3rd Year Review

• Listen to what they say
• Do what they ask!
• The committee **WILL** revisit their 3rd year review advice
Your Dossier

• Research Statement
  – Your research area
  – What you’ve done
  – What you will do
  – Address any shortcomings

• Teaching Statement
  – Philosophy
  – Curriculum developed
  – Innovations

• Letter Writers
  – Develop a list
  – Provide a subset to your committee
View From Inside

• Has she published enough in quality places
• Has she gotten at least one big grant as PI
• Has he established a reputation separate from his advisor and close collaborators
• Has he gotten decent teaching reviews
• Has he graduated some MS students
• Has she graduated a Ph.D. student or have one at the door
• Demonstrated excellence (somehow!)
Seek Out A Mentor(s)

• Internal and External Mentor
  – Grant writing
  – Idea sounding board
  – Navigating politics
Have A Life