Attaining Tenure & Rank

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The Ks of academia

- Know your stuff
- Know your department
- Know your college
- Know your university
- Know yourself
Know your stuff

- Your advisor’s name only will help for so long
- You are the expert in your area
  - But your colleagues may not be readily impressed (that’s your job)
  - Lead author on papers; PI on grants
- Develop and teach good courses
  - Students talk, and they talk a lot
- If you know your stuff → Grad students will want to work with you
Know your department

- Understand how the department works
  - Faculty & staff
- Understand the department’s leadership
  - Know the power players
- Understand the ground rules
  - All the rules that is…
- Make good colleagues
- Respect the work others
Know your college

- Understand how the college works
- Understand policies that affect you
  - Tenure & promotion policies (you don’t make them)
- Meet with your dean when appropriate
- Meet faculty (including chairs) from other units
  - Meet one new person outside your department every week for one year
- Sign up for committees, when appropriate
- Find collaboration opportunities outside your unit
Know your university

- How the university works
  - President, provost, vice provost, etc.
  - Understand the overall organization
  - Is there an office of grants and contracts?
- Identify resources that can help you advance your career
- Get out of your comfort zone
- Meet one person from another unit once a week
- Sign up for university-wide activities
Know yourself

- Are you really that good at what you do?
- Can you improve your English?
- Can you really teach good classes?
  - Invite your colleagues to your class
  - Invite good teachers to your class
- Of course you know more than your students
  - Don’t show off; they don’t really care
- Can you function in this new environment?
- Can you function with your team?
- Is your family happy?