DEMYSTIFYING THE PROMOTION & TENURE PROCESS

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NATURE AND STRUCTURE OF THE PORTFOLIO

• Research
  • Funding
  • Publications (including those with students)
  • Graduate students mentored and their career paths
  • Collaborations
  • Integration of research and teaching (university and community)

• Teaching
  • Courses taught and summary of evaluations (students and outside review)
  • Development of new curricula
  • Publications in educational journals and conferences
  • Integration of research and teaching

• Service
  • University (role and contributions)
  • College (role and contributions)
  • Department (role and contributions)
  • Community (role and contributions)

• What is the balance?
ANNUAL REVIEWS

• Approach
  • Yearly performance evaluations
  • Third-year review with feedback

• Role in tenure process
  • Performance evaluation included in packet
  • How feedback addressed should be addressed
COMMON PITFALLS

• Not establishing a research group in your first year
  • Lack of grantsmanship skills
  • Lack of mentors

• Spreading yourself thin

• Can there be an over-concern on getting tenure that inhibits the ability to be successful?
ADVICE

- University expectations change
  - Understand the guidelines, policies, and understanding of the mission and culture at the university
  - Align your goals with those of the university, college, and department
  - Revisit when the administration changes

- Evidence is important
  - Decision Informed by clear and objective demonstration that accomplishments merit tenure and promotion
  - Articulate how your contributions benefit the university

- Networking is essential
  - Contributions to your research community
  - Recognition for efforts by your research community