When am I ready?

- Note based on time, but on impact

- Look at other successful cases
  - Identify your department and college norms

- Talk with others
Impact

- International reputation
  - Letters from international researchers
- Have some documented and recognized accomplishments
  - Leader on major grants and initiatives
  - Papers that are recognized
Visibility

- Invited talks and keynote presentations
  - Should be receiving invitations
- Recognized in your area
  - Invitation only meetings
- Continue giving talks at universities local to conferences
  - Students give talks at conferences
Teaching and Service

- Service should be more significant
  - Editorial boards
  - Senior membership in societies
  - Chair of program committees

- Service to the department, college, and university also considered

- Incorporating research into your classes