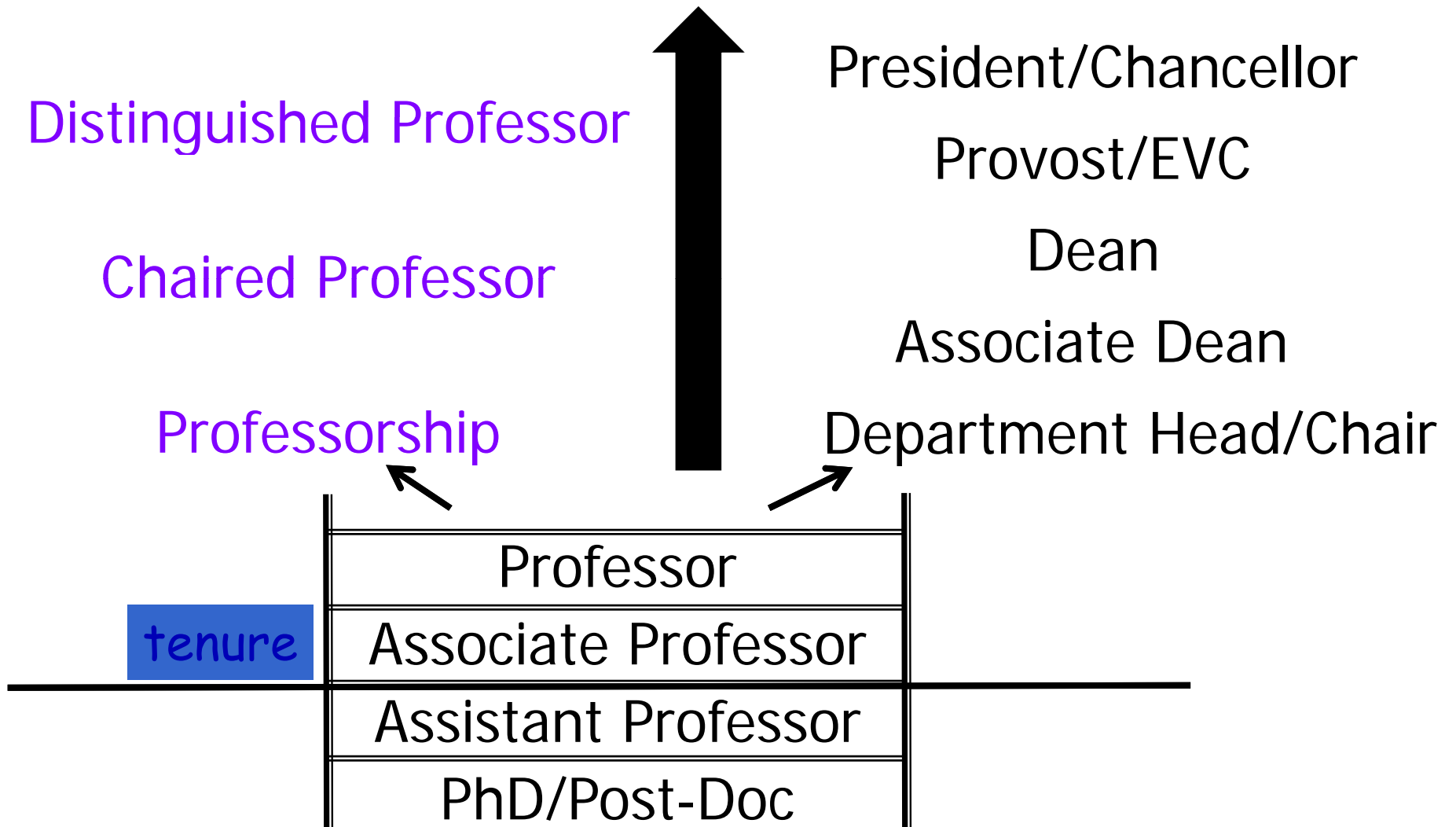


# The Academic "Ladder"



# Tenure Time Line

- 7 year probationary period
  - Intermediate Review: During year 3
  - Tenure Review: During year 6
    - Based upon work from past 5 years
  - Effective, September year 7

# Sample Timeline

- **Year 1: Start-up**
  - Teach new courses
  - Get papers from PhD
  - Take on few grad students end of first year
- **Year 2: Focus on research**
  - Teach same courses
  - Start publishing w/grad students, independent of former advisor
  - Work on proposal writing
- **Year 3: Independent research**
  - Continue publishing with grad students
  - Start giving some invited talks
  - Take on one program committee
  - Continue with proposal writing

# Sample Timeline

- **Year 4: Research dissemination**
  - Should have significant publications independent of former advisor
  - Given invited talks
  - Continue with proposal writing
- **Year 5: Good acceleration**
  - Continue with publications
  - Invite top people to your university

# Tenure Package

- Detailed CV
- **External letters**
  - **Want people to say that you are established in your field**
  - **Made an impact, significant contributions**
- Statement of research, teaching, service contributions → your narrative
- Papers
- External letters

# Promotion Package

- Generally 5-7 years after the promotion to associate professor
- Package
  - Similar to promotion package
  - Require international letters
  - Have some established successes

# Questions for Panelists

- Please describe the P&T process at your institution
- Please include details about the requirements for the package