

Navigating the Promotion and Tenure Process

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How Not To get Tenure

1. Ignore it for three years, panic, then run the other direction screaming!
2. Try to get tenure in two years!
 - Causes major burnout; you'll work yourself stupid if you don't die first
3. Assume you know the criteria for getting promotion and tenure
4. Take on every breathing grad student that comes along (because you think no one will want to work with a brand new assistant professor)

How Not To get Tenure

5. Work by yourself/stay in your office and hope things get better
6. Volunteer for every committee that your department head or dean forms and asks for volunteers
7. Dedicate all of your time to teaching (because to do it right, you really could spend all your time on teaching)
8. Try to do **everything** you do to perfection
 - some things have to be done to perfection; other things are fine if they're "good enough"

10 Ways Not To get Tenure

9. Spread yourself so thin that you can't do anything well
10. Try to do it alone

How to Successfully Navigate the Tenure Process

1. Find a good mentor
 - ask him/her to share his/her tenure packet with you
2. Read your department's or college's promotion and tenure guidelines
3. Use the feedback from your P&T committee to focus your direction
 - if they don't give you feedback or give you "silly" feedback, go to the head of the committee and ask
4. Spend the first year or so developing your courses, then re-use that development
 - as tempting it is to change your class every time you teach it, in the beginning, you don't really have time to do this

How to Successfully Navigate the Tenure Process

5. Try not to get stuck teaching all undergraduate courses
 - you find potential researchers in grad courses
6. If you're not a good teacher, seek help early
 - there are typically resources on campus that can help you with this
7. Find no more than two outstanding PhD students
 - one really good one is enough to help you get through tenure; it's worth looking for a year or so
8. Identify one or two (related) problems that you'll focus your research on

How to Successfully Navigate the Tenure Process

9. Make yearly goals as to how many papers and proposals you'll write and make it realistic
 - go for quality, not quantity
10. Guard your time carefully
 - students will suck down every bit of it if you let them
11. Get yourself out there
 - volunteer to give talks at other institutions or labs
 - helps develop collaborative relationships
 - people who know you and your work can write letters for your tenure packet
12. Have a life outside of work