



P&T Criteria

- Candidates will be evaluated using the criteria of
 - Scholarship and professional growth,
 - University and community service, and
 - Excellence and effectiveness in teaching
- Evidence of performance is to be objective and documented



Myths About P&T

- They don't read it, they just count stuff...
- Just keep pumping out stuff from your dissertation...
- Extension/engagement doesn't count, just research (and maybe teaching)....
- Public believes that once “tenured,” faculty do not work very hard



Helpful Hints

- At the beginning
 - Establish a publication plan (e.g. conferences, journals, journal impact)
 - Start identifying and associating with colleagues in your field
 - Identify mentor(s) [not necessarily in your direct field]
- At Submission Time
 - Submit names for letters from those that KNOW you
 - Ask for examples of tenure packages from your mentors



Words of Wisdom

- Teaching
 - Teach in your area of passion if possible
 - Don't be the hero and try to conquer THE hardest subject
- Service
 - Do your duty, but be savvy. It will pay off in the end as long as you don't let it swallow you up.
- Scholarship/Research
 - Don't Just Get on the Racetrack and Run
 - Always Look for Clear Products at the End of the Day