

# Attaining Tenure & Rank

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# The Ks of academia

- ▶ Know your stuff
- ▶ Know your department
- ▶ Know your college
- ▶ Know your university
- ▶ Know yourself

# Know your stuff

- ▶ Your advisor's name only will help for so long
- ▶ You are the expert in your area
  - But your colleagues may not be readily impressed (that's your job)
  - Lead author on papers; PI on grants
- ▶ Develop and teach good courses
  - Students talk, and they talk a lot
- ▶ If you know your stuff → Grad students will want to work with you

# Know your department

- ▶ Understand how the department works
  - Faculty & staff
- ▶ Understand the department's leadership
  - Know the power players
- ▶ Understand the ground rules
  - All the rules that is...
- ▶ Make good colleagues
- ▶ Respect the work others

# Know your college

- ▶ Understand how the college works
- ▶ Understand policies that affect you
  - Tenure & promotion policies (you don't make them)
- ▶ Meet with your dean when appropriate
- ▶ Meet faculty (including chairs) from other units
  - Meet one new person outside your department every week for one year
- ▶ Sign up for committees, when appropriate
- ▶ Find collaboration opportunities outside your unit

# Know your university

- ▶ How the university works
  - President, provost, vice provost, etc.
  - Understand the overall organization
  - Is there an office of grants and contracts?
- ▶ Identify resources that can help you advance your career
- ▶ Get out of your comfort zone
- ▶ Meet one person from another unit once a week
- ▶ Sign up for university-wide activities

# Know yourself

- ▶ Are you really that good at what you do?
- ▶ Can you improve your English?
- ▶ Can you really teach good classes?
  - Invite your colleagues to your class
  - Invite good teachers to your class
- ▶ Of course you know more than your students
  - Don't show off; they don't really care
- ▶ Can you function in this new environment?
- ▶ Can you function with your team?
- ▶ Is your family happy?