DEMYSTIFYING THE PROMOTION &TENURE PROCESS
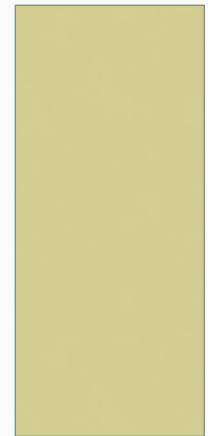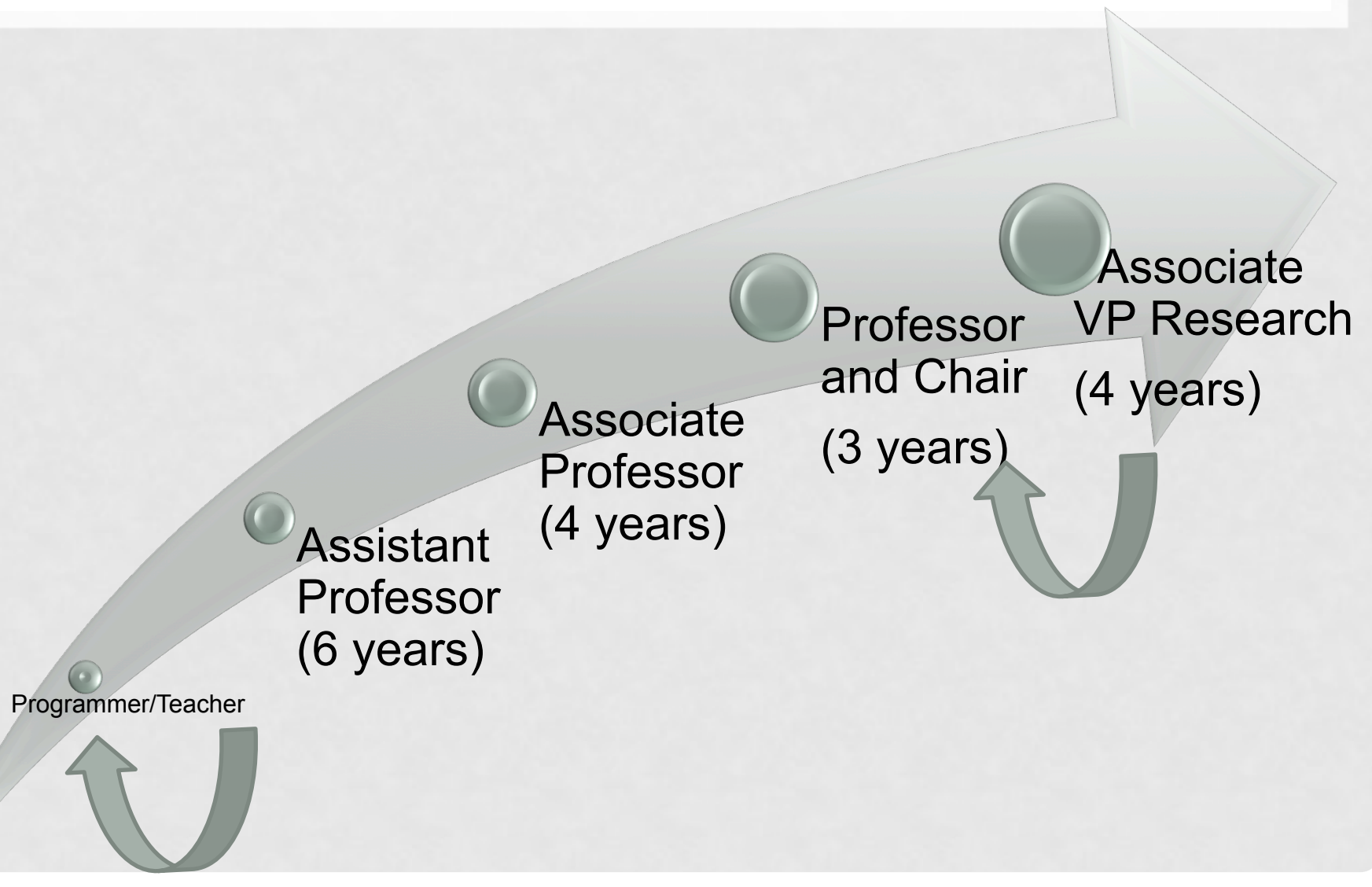
ANN Q. GATES
CHAIR OF COMPUTER SCIENCE
THE UNIVERSITY OF TEXAS AT EL PASO

CAREER PATH

Associate
VP Research
(4 years)

Professor
and Chair
(3 years)

Associate
Professor
(4 years)

Assistant
Professor
(6 years)

Programmer/Teacher

NATURE AND STRUCTURE OF THE PORTFOLIO

- Research
  - Funding
  - Publications (including those with students)
  - Graduate students mentored and their career paths
  - Collaborations
  - Integration of research and teaching (university and community)
- Teaching
  - Courses taught and summary of evaluations (students and outside review)
  - Development of new curricula
  - Publications in educational journals and conferences
  - Integration of research and teaching
- Service
  - University (role and contributions)
  - College (role and contributions)
  - Department (role and contributions)
  - Community (role and contributions)

- What is the balance?

ANNUAL REVIEWS

- Approach
  - Yearly performance evaluations
  - Third-year review with feedback
- Role in tenure process
  - Performance evaluation included in packet
  - How feedback addressed should be addressed

COMMON PITFALLS

- Not establishing a research group in your first year
  - Lack of grantsmanship skills
  - Lack of mentors
- Spreading yourself thin

- Can there be an over-concern on getting tenure that inhibits the ability to be successful?

ADVICE

- University expectations change
  - Understand the guidelines, policies, and understanding of the mission and culture at the university
  - Align your goals with those of the university, college, and department
  - Revisit when the administration changes
- Evidence is important
  - Decision Informed by clear and objective demonstration that accomplishments merit tenure and promotion
  - Articulate how your contributions benefit the university
- Networking is essential
  - Contributions to your research community
  - Recognition for efforts by your research community