What is tenure, and why do you want it?

• **What:** Promise of lifetime employment
  – Made by highest authority in your university

• **Why:**
  – Lifetime employment
  – Research independence
    • You can take the “long view”
  – Recognition/psychic reward
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Doesn’t guarantee you: respect, prosperity
----happiness
The tenure process

- Tenure case assembled (usually in year 6)
- Iterative review by ascending levels
- Each looking for something else
  - More on this later
What goes into a tenure case

--in (roughly) descending order of importance

- Curriculum Vitae (more on this later)
- Statements of purpose and direction
- Letters from community colleagues
- Teaching evaluations
- Letters from students
- Other letters
What does a strong Vitae look like?

• Papers
  – How many, where?
  – Journals vs. conferences
    • Annotate: quality, acceptance ratios
  – Coauthorship issues

• Funding
  – Money is a means, not an end
  – But your Dept. and Dean care--a lot!

• Student mentoring
• Teaching record
• Important people as references
  – Annotate your references
Letters

- Whom to ask
- How to ask
- How to interpret their answers
- What makes a letter good? Not so good?
Who evaluates the case and how

- Department: quality teaching and research
  - This is the KEY evaluation
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• Head/Chair: good citizen, good area
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The higher this goes, the less it is personal about you
Your obligations and rights

- Obligations
  - Do good work
  - Make yourself known to the community
  - Solicit letters effectively
  - Monitor the review process

- Rights
  - Monitoring the process
  - Seeing redacted letters (!)
  - Protesting procedural errors
    - But not qualitative judgements
When to get started?

NOW!!!