How to Get Promoted

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Tenure/Permanent Employment
--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 promotion process

- Promotion case assembled
  - Tenure case, usually in year 6
- Iterative review by ascending levels
- Each looking for something else
  - More on this later
What goes into a promotion 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
• Letters from professional colleagues
  – International research community
  – Local colleagues
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

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  – This is the KEY evaluation
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• President, Chancellor, Board:
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  – Good place to put resources
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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!!!