A View from the Trenches

Perhaps immature, not very enlightening, even unhelpful, but completely true
The Process for Getting Promoted

Junior Faculty
The Emotional Yo-yo

The reference architecture

- The system is heartburn-compliant
- Psychologists tell us it’s not good for our longevity
  - the highs or the lows
- Remind yourself that it’s the long-term picture that counts
  - this can be very hard
  - especially if nobody will tell you how much is enough
My ICSE paper got in!
My ESEC/FSE paper got in!
My TSE and TOSEM papers both got in!
I got a big grant!
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I GOT PROMOTED!!!
Where We All Get Burned

• **Advising** – who picks whom
• **Teaching** – be good, but don’t let it consume you
• **Service** – be a good citizen, but don’t let it consume you
• **Curriculum development** – not more than necessary
• **Research and publishing** – yes, lots, in right places
• **Funding** – striking the right balance, managing projects
• **Taking risks** – yes and no
• **Living in your department** – do they know what you do?
• **Mismatched expectations**
Solutions?

- The fun is in the process
- Get advice, get advice, get advice
- Get advice
- Learn
- Observe
- Don’t panic
- Don’t forget why you’re doing this
  - Why are you doing this?
Expectations, Worries, Preoccupations, Impressions
Now, I just have to figure out how to get other students to do my homework for nine years. I hear after you do that, they're not allowed to fire you.