Dummies Guide to Tenure

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Richard’s Tenure Background

• Was on the old A&S tenure committee pre 2000
• Was on the pre college break up committee in early 2000s
• Been chair of the department tenure committee and served on area and campus committees since 2003 (15 years with one year off)
Service

• Don’t get bogged down in service
• Importance of being active in your national/international organization
  – Most important part of service
  – Letters of reference research
Teaching

• If CET evaluations are good, you’re probably good …
• Always important to find other sources, like peer review, especially if evaluations are not good
• Teaching does matter!
Research

• Generally hardest/most important, especially in PhD granting departments
• Collaborate – reach out to colleagues (especially if funding an requirement)
• Most variance among departments, know department guidelines.
• External Reviews Important!
Over All

- Work with department colleagues, especially chair
- Third year review is important
- Pay attention to the spirit of the guidelines, not literal details … don’t just try and get by! (Make it easy on your department tenure rep 😊)