



Dummies Guide to Tenure

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MISSOURI
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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 😊)