

How to Get Tenure

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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?**

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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!!!