

# 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?**

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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!!!**