

MSRI Spring Opportunities 2012: Tenure

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3. Find out how the official procedures play out in practice in your institution/department.
4. Chart your course early and adjust direction as needed.

1. Get the degree first.

- Taking on a new full time job on top of the full time job you already have can lead to problems.

2. Familiarize yourself with the official procedures.

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- Well documented procedures can be quite different for different institutions regarding the roles of the administration, university wide committees, department chairs and other faculty in the department.
- Many institutions have their tenure policies on-line, but they can be hard to find, and the earliest you really need to know the details is at the tail end of an interview. There you can ask about tenure policies.

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- Different individuals may have a greater or lesser role in practice than is stated in principle.
- There are things you find out once you are at an institution by talking to colleagues.

4. Plan early, adjust as needed.

- You might find that even knowing the official procedures and the actual expectations, you might have to put more emphasis on teaching or service or research that you initially thought was necessary.

You can do it!!