Congratulations

Road Map
Year 1 as a UC faculty member
How to think about, approach, and GET tenure
Questions
Events
Year 1

Research
Begin to establish research independence
Create or maintain your network – get to know people
Set up feasible timelines and goals (not “write five Nature articles and three NIH proposals”)

Teaching
NO – “hard grader”. “About 25% of you will fail”. “sink or swim”. “Read 2K pages a week”
BE and show that you are organized (list what the class will do everyday at the beginning)
Give a Week 4 survey – ask for student input
Focus on LEARNING, not teaching

Service
Pick what you like to do, what makes sense given your personal interests, research, etc.
Get use to saying this – “Sorry. Wish I could help, but I’m overcommitted right now.”
Add diversity, equity and inclusion where you can/where it makes sense

A few more words about teaching

WORK WITH CETL
Create a clear, concise syllabus and change it if needed
Create a good climate in the classroom
Don’t single students out
Mentor your teaching assistants – meet with them once a week
Diffuse conflict if it comes up
Tips

What tenure is not
Tenure is a marathon

You’ll be evaluated on contributions to Research, Teaching, Service, Diversity, Equity & Inclusion

Tenure is a marathon

KNOW WHERE YOU ARE GOING

KNOW HOW LONG IT NORMALLY TAKES
Eight years is maximum time you can spend as an untenured faculty member

KNOW WHERE YOU ARE GOING
Research, Teaching, Service, Diversity, Equity & Inclusion

KNOW HOW LONG IT NORMALLY TAKES
Eight years is maximum time you can spend as an untenured faculty member
It requires discipline and training.

You have to pace yourself.

You’re on your own a lot of the time.
Fall down? Get back up

Ask for help or advice when you need it

Don't wait until the last minute
The tenure review process - not
New Faculty Orientation  Aug 24  8:45-2:30
On the Path to Success: Q&A w. CAP, VPF, APO  Sept 10  Noon, 1:00
On the Path to Success: Managing work during COVID-19  Aug 17, 18, 20  Noon
Coffee Hour w. VPF & AVPF  Sept 8, Oct 6, Nov 3  TBD
On the Path to Tenure: Self-Statement Writing Workshops  Spring 2021  TBD