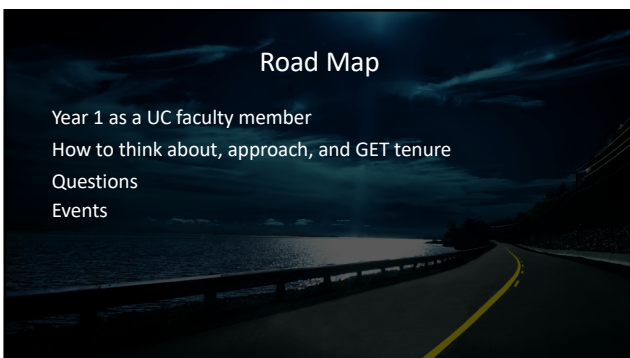




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Year 1

July 30, 2021: You will be reviewed for your first-year merit

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

MENTORING:

Do it well!!

Get at least one yourself

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

TALK AT FACULTY MEETINGS EXERCISE TAKE SATURDAY OFF

4

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

http://studentconduct.ucmerced.edu/sites/studentconduct.ucmerced.edu/files/page/documents/establishing_classroom_etiquette_and_dealing_with_disruption.pdf

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What tenure is not

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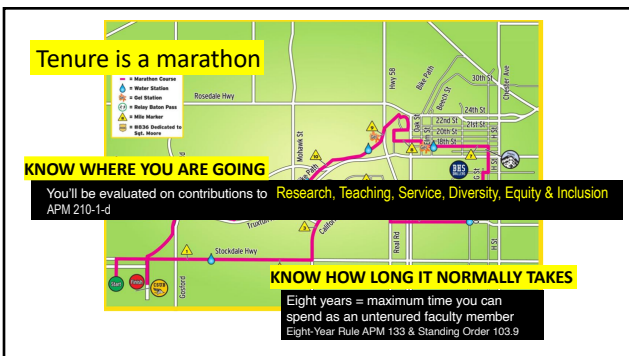
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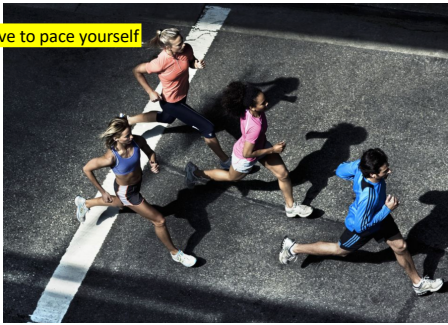
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It requires discipline and training



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You have to pace yourself



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You're on your own a lot of the time



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External letters

I have seen Assistant Professor Jones give a number of talks at conferences and I have read two of her articles. I strongly recommend that you promote her to tenure. She has an outstanding track record in research and her teaching is very, very good. She has also done her service duty in a really special way as an early career faculty member!

Decision letter

As a professor with over 10 years of experience in the field, I highly recommend that you promote Dr. Jones to tenure. She is a highly independent scholar who has already made many contributions, including co-authoring two books. I have also enjoyed her classes in the past. On our 10th campus there is no question that she would be great tenure.

Y.E.S.

Your dept and dean review your file

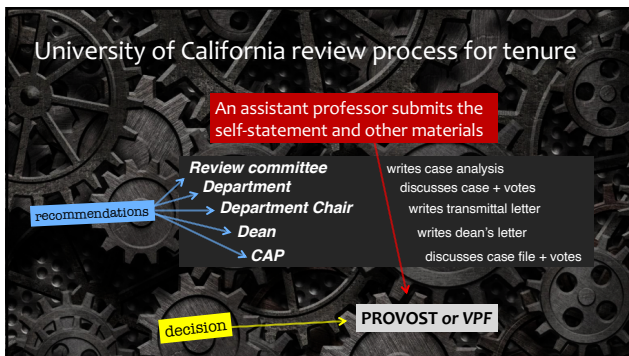
Dr. Jones is a highly independent scholar who has already made many contributions, including co-authoring two books. I have also enjoyed her classes in the past. On our 10th campus there is no question that she would be great tenure.

The tenure review process

Write your self-statement and put together other materials.

CAP discusses your file

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EVENTS		
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

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