

P&T Decisions in Science Departments

Publications, Funding, Teaching

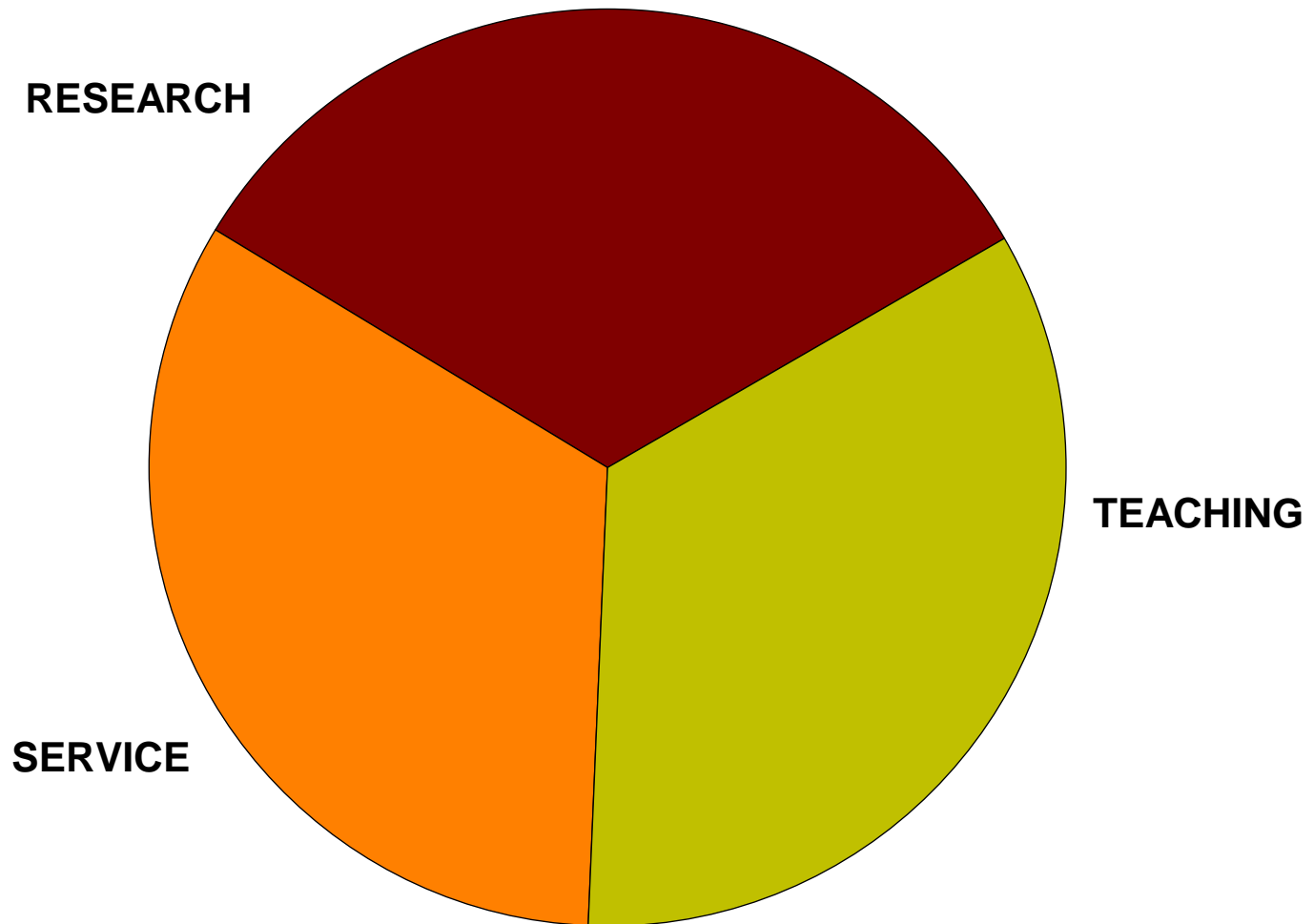
Overview Science P&T

- What is Expected?
 - Department and discipline dependent
- Importance of a Research Presence
 - By far, the most important role
 - You didn't get start-up funds to buy chalk
- Don't Wait for the Mid-term Review
 - If you wait for three years, it's too late
 - If you are not hearing comments, start asking questions

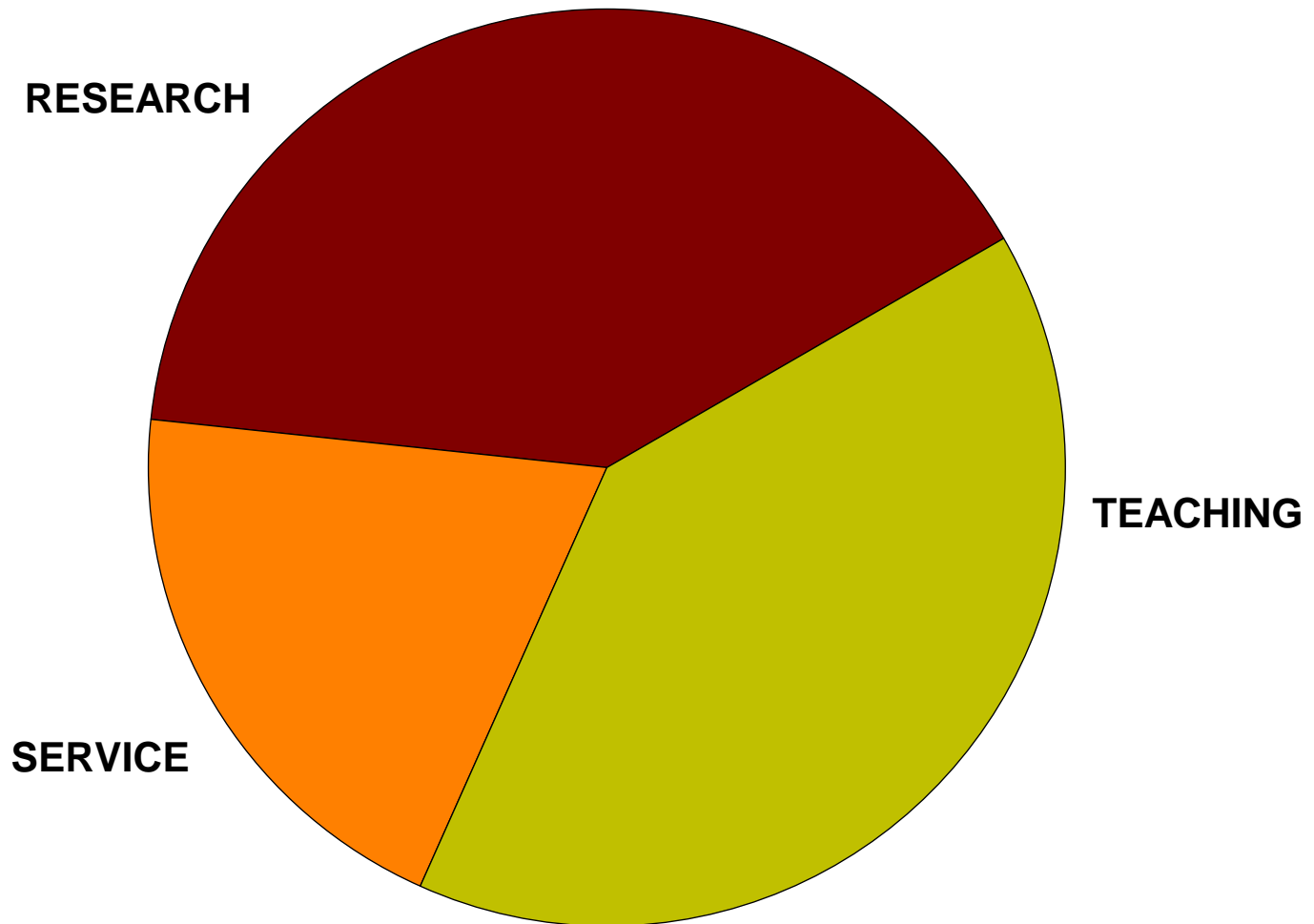
What is Expected?

- Evaluated in teaching, research, service
- Discipline and Departmental Variables in Research
 - Teamwork versus Independence
 - Continuation versus Creativity
- Learn from mentors, cohorts, dept chair
- Formulate a Plan
 - Start Early, Tweak Often

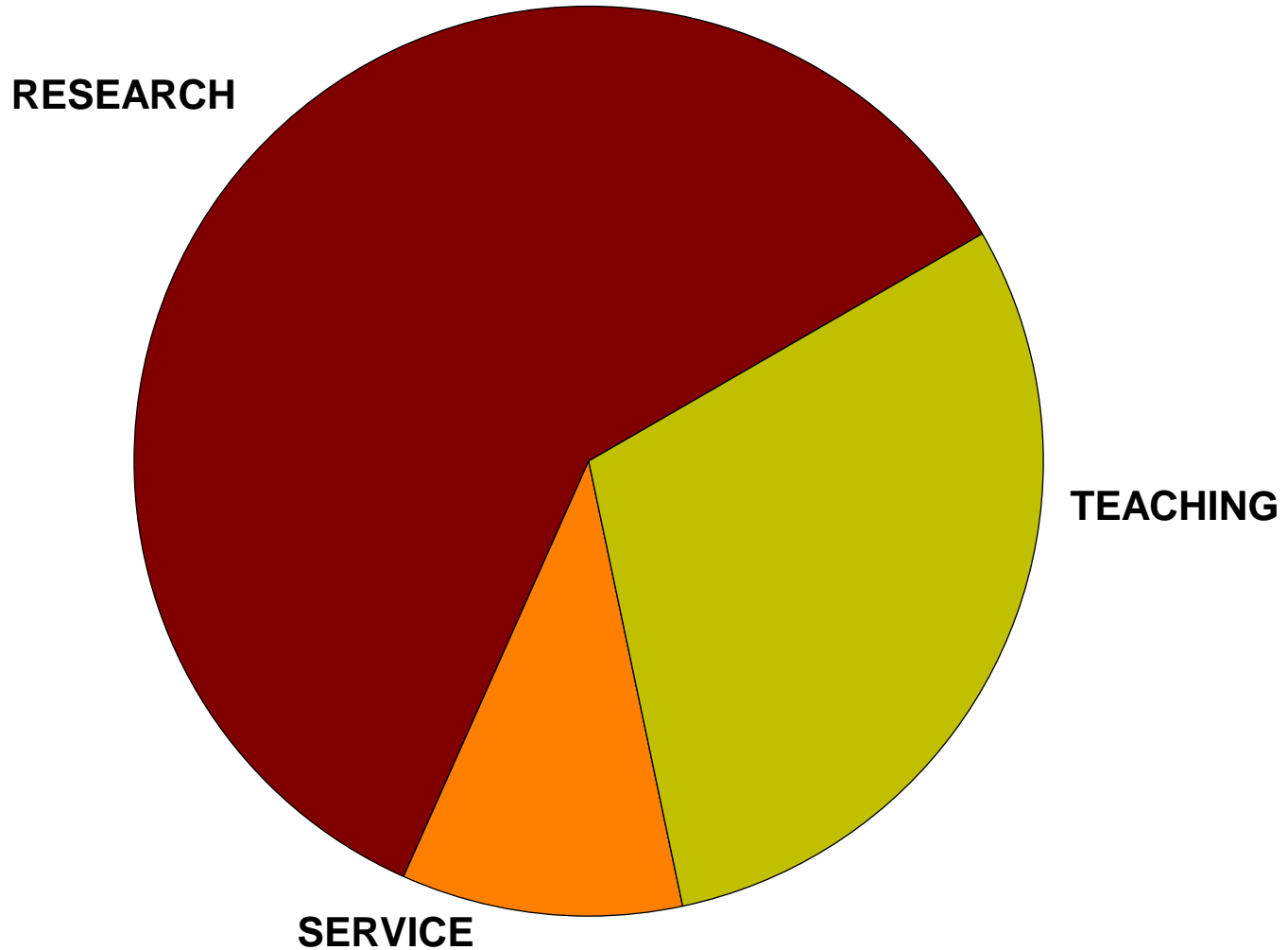
Nominal Academic Roles



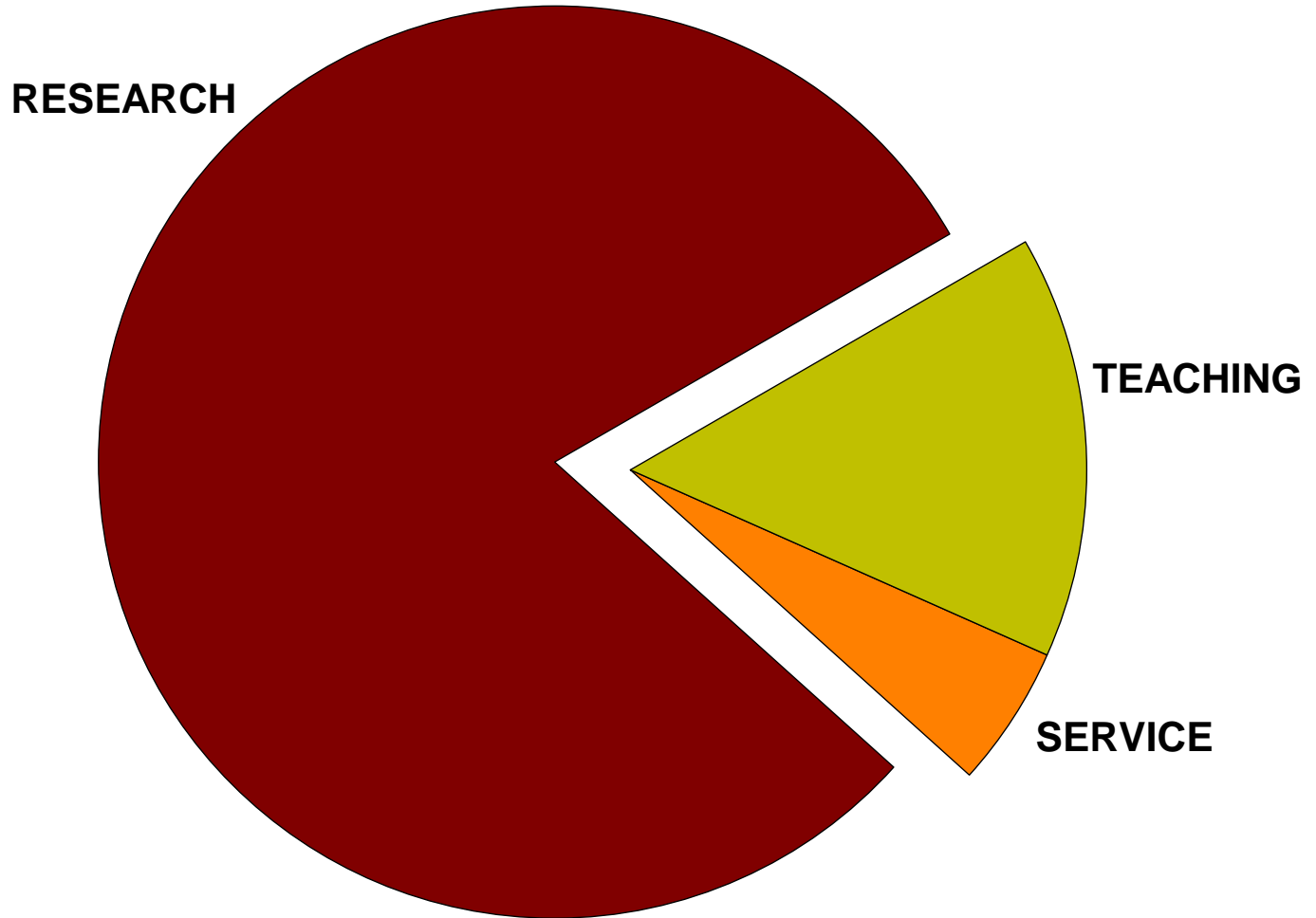
Idealized Academic Roles



Actual Academic Roles



P&T Decisions



Publications

- Get the numbers of papers you need
 - Learn the numbers from cohorts
- Don't be shy about publishing
 - DO NOT wait for the Nobel paper
- Major journals versus minor journals
 - Idealism: publish only in top journals
 - Pragmatism: One minor journal publication counts as ONE PUBLICATION
 - Irony: Journal quality more important higher in chain
 - “numbers” of papers lose meaning

Research Funding

- Show your Dean some Love
 - Look early, Look often
 - Early proposals provide experience
- Don't miss your Honeymoon!
 - "Small" grants with restrictions on players
- Link between funding and publications
 - Most grants require demonstration of principle
 - Publications are the best demonstrations

Connect with Your Community

- Outside letters are critical for P&T
 - Commonly, research evaluations only
 - Importance of publications
- Get to know your research colleagues
 - Go to Large and Small Meetings
 - Chair Sessions
 - Push yourself on other schools at years 3-5

Teaching

- Teaching is not the most important point
 - But, some horrific teachers WILL be fired
- Many methods to evaluate and improve teaching
 - And, many people to ask for help
- Departments address teaching early
 - If you are making mistakes, you most likely will hear about them soon

P&T Materials

- Make them clear
 - Label sections
 - Highlight summary points
- Make them succinct
 - Reviewers will see many packages
- Adjust and update after Rounds 1 and 2
 - Discuss with department rep after round 1
 - Update to Dean after round 2

Science P&T Do's and Don't's

- Do research
 - You can make it with research only
 - You probably cannot make it without research
- Don't mess up the teaching
- Don't be the “beast of burden” in service
 - There's plenty of time for that when you are a full Prof.