Tenure and Promotion
(the things I wish I knew way back when I started this journey...)

Junior Faculty Forum Series
The Reading Room
Blackburn Student Center

Angela Cole Dixon, PhD
Professor and Chair
Department of Psychology
"...tenure should not be an “impossible task,” but a somewhat strenuous process requiring careful calculation and methodical effort."

- Karen Kelsky, *Chronicle of Higher Education Vitae*
"To achieve tenure, you need to know why, how, and when to perform the necessary tasks--that is, the process of getting tenure--as well as the politics: whom to approach, when, and how. You need to learn how to document your accomplishments. And, of course, you have to do good work."

- Cathy Ann Trower, *Science*
What I thought....
What I thought....

• Do *good* work
What I thought....

- Do good work
- Work hard
What I thought....

• Do **good** work
• Work **hard**
  • Be prolific
What I thought....

• Do **good** work
• Work **hard**
  • Be prolific
  • Be profound
What I thought....

• Do **good** work
• Work **hard**
  • Be prolific
  • Be profound
  • Be politically savvy
What I thought....

• Do **good** work
• Work **hard**
  • Be prolific
  • Be profound
  • Be politically savvy
  • Don’t be too provocative
What I thought....

• Do **good** work

• Work **hard**
  • Be prolific
  • Be profound
  • Be politically savvy
  • Don’t be too provocative

• Be a **great** teacher
What I thought....

• Do **good** work
• Work **hard**
  • Be prolific
  • Be profound
  • Be politically savvy
  • Don’t be too provocative
• Be a **great** teacher
• **Be a super star**
What I know...
What I know...

• Do **good** work
• Work **smart**
  • Be informed
  • Be intentional
  • Be strategic
  • Be engaged
• Teach effectively AND efficiently
• Know the value of mentorship
• Know the value of building a strong network
• “Teamwork makes the dream work.” – Bang Gae
• Make the case
What I know...

• Do good work
• Work smart
  • Be informed (Know how you're being evaluated from day 1)
  • Be intentional
  • Be strategic
  • Be engaged
• Teach effectively AND efficiently
• Know the value of mentorship
• Know the value of building a strong network
• “Teamwork makes the dream work.” – Bang Gae
• Make the case
Mentorship

- PhD Advisor
  - Ewart A. C. Thomas, PhD, Professor of Psychology, Stanford University
- Postdoc Advisor
  - James S. Jackson, PhD, Professor of Psychology, University of Michigan
- Faculty Mentor
  - Florence B. Bonner, PhD, Professor Emeritus of Sociology, Howard University
Mentorship

• PhD Advisor
  • Ewart A. C. Thomas, PhD, Professor of Psychology, Stanford University

• Postdoc Advisor
  • James S. Jackson, PhD, Professor of Psychology, University of Michigan

• Faculty Mentor
  • Florence B. Bonner, PhD, Professor Emeritus of Sociology, Howard University

• And I would be remiss not to mention...
  • Mom and Dad
The Dossier

• “It is your role to explain who you are as a teacher. What do you value? What is your philosophy and how does it get translated into action on a daily basis? How have you improved during the probationary period?”
  • Alan Hughes, *Inside Higher Ed*
"There are few guarantees on the tenure track, but those who succeed are deliberate and systematic in helping themselves and others, seeking help and advice, being self-aware without being self-absorbed, and making themselves indispensable as departmental citizens."

- Cathy Ann Trower, *Science*
A word of thanks and a word on thanks...

• Associate Provost Dark
A word of thanks and a word on thanks...

- Associate Provost Dark
- Mom and Dad
- Ewart A. C. Thomas, PhD, Professor of Psychology, Stanford University
- My Dissertation Committee
- James S. Jackson, PhD, Professor of Psychology, University of Michigan
- The Howard University Psychology Faculty
- Florence B. Bonner, PhD, Professor Emeritus of Sociology, Howard University
Questions ?