Balancing the Demands in Academia: Teaching, Research, Service

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Twitter (@CRAWomen)
This session for:

Pre-tenure faculty
Graduate students interested in academic careers
What does CRA-W do?

Individual & Group Research Mentoring

**Undergrads:** Undergraduate Research Experiences

**Undergrads:** Distinguished Lecture series/role models

**Grad Cohort:** Group mentoring of graduate students

**Grad Students:** Discipline Specific Research workshops

**Academics/PhD Researchers:** Group mentoring for early and mid career @ CMW, Grace Hopper, and Tapia

600+ students & PhDs a year
Agenda

• Understanding institutional expectations around tenure and promotion
• Role-playing and discussion of common scenarios for early tenure-track faculty
• Closing questions/comments/discussion
Tenure expectations
Pop quiz!

Go to
https://www.surveymonkey.com/r/LFT2T5X
and answer the questions
Tenure expectations at 2 schools

Maria’s institution (R1)
- Teaching: 60%
- Research: 30%
- Service: 10%

Amy’s institution (SLAC)
- Teaching: 60%
- Research: 30%
- Service: 10%
Homework!

**Current faculty**
- Read the faculty handbook section on tenure expectations
- Ask your chair what % of your time should be spent in each category
- Ask 2 trusted mentors/colleagues what % of your time should be spent in each category

**Prospective faculty**
- Add this question to the list of questions you plan to ask on campus/Skype interviews
Role play exercises
Scenario: Mentoring
Scenario: Teaching assignment
Scenario: Space assignments
Scenario: Overcommitment
Concluding discussion
In summary

• Know what your Department expects for tenure
• Keep people in your Department informed about your progress/successes/failures
• Learn to manage your time
• Invest in your students
• Focus on quality not quantity, but do not forget you need also sufficient quantity
Next steps

- Complete tenure expectations homework
- Identify and build your network of mentors
What should you do next?

Complete the GHC survey
Apply and Share your new knowledge
Follow up with someone you met here
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www.cra-w.org