Strategies For Advancing Your Career

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Networking and Communication

- Build relationships within your department and college, across the university
- Expand your knowledge: attend talks – even not in your area
- Attend faculty meetings
- Seek mentors inside and outside your department
- Create an Individual Development Plan and discuss with your chair
- Practice interpersonal skills at meetings
  - Paraphrasing
  - Encouraging active participation
  - Others …
- Engage in social activities
  - Brown-bag lunches
  - Social gatherings
  - Pot-luck gatherings with graduate students

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Research and Scholarship Strategy

- Work on research that excites you and aligns with your passions
  - What unique perspectives and assets do you bring to the topic?
  - Why should people care about your work?
- Recognize that quality (not quantity) matters
  - Identify publication venues
  - Consider ways to disseminate
  - Identify funding sources
- Involve undergraduate and graduate students
- Identify colleagues who can provide feedback and/or collaborate with you

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Evidence and Evaluation of Scholarly Work

History of publication in refereed academic journals or other refereed outlets at a rate appropriate for the discipline.

Quality of work and quality of outlet considered.

Contributions to the Scholarship of Discovery, Integration, Application, Teaching and Learning

Scholarly activity reviewed by department committee, chair review, and external reviewer

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Research/Scholarship Expectations

- Pubs - research/education conf/journals
- Course and curriculum development
- Write textbooks/Develop online course
- Panels, posters, workshops, BoFs at SIGCSE
  - Organize a workshop at your institution – invite other schools
- Research with undergraduates

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Teaching Expectations

- What is teaching load?
- Support, especially for large courses
  - TA, Undergrad TAs (UTAs)
  - Is there supervisor of UTAs?
    - Does hiring, approve paycards
- What tools are available to help?
- Syllabus expectations
  - Must list Exam dates on day 1?
- Dealing with cheating?

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Service

- Identify one to two departmental committees
  - Document your contributions
  - Track your time commitment
- Engage in college/university committees after 3rd year review
- Work on outreach or community efforts
- Contribute to CS Education and/or research communities
  - Serve on national committees, including conference program committees
  - Organize a regional conference
  - Volunteer to serve on NSF review panels
  - Network!

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Summer Efforts

- Options
  - Teach
  - Research
  - Service, including curriculum development
  - Outreach
  - R&R
- Seek coverage of your summer months from the university and/or funders

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Balance

- Balance is tough, constantly changing
- There is no balance, just decisions and reactions
- Make rules, stick to it, don't break too often
- When is right time to have a family

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Annual Reviews

- Update your CV annually
- Document everything you do
  - Publications, talks, outreach talks/events
  - Students supervised on research and when
  - List courses you teach, when and how big
  - All service you do
- Check out my CV on my webpage
  - Lots of categories!

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Renewal and Promotion Reviews

- Consider who can provide letters (reputable people in your field)
- Network, network, network!
- Discuss expectations with the chair and seek input from multiple people.
- Be aware of what counts.
- Reference the handbook of operating procedures.

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Negotiations

- Salary, Start-up, Tenure-clock, etc
- Ask for teaching reduction – being research active
- Don't get a sabbatical? Ask for teaching release to work on a project, or trade with something
- You can always ask
  - Dropped to ¾ time for 5 years when kids where young
  - Got teaching release to finish a book

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Saying no

- Can't say yes to everything
- Should say yes to some things
- Have a no buddy
  - Talk over with them
- Wait 3 days before responding

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Career Thoughts

- Creativity is important
- Take risks
- Don't neglect soft skills
  - Collaboration, interpersonal skills, trust building
- It’s ok if you hear no
- You can't settle – keep learning and evolving
- Take care of yourself

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Question?

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TEMPLATES BELOW HERE

IGNORE BELOW HERE

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