

from associate to full

Anne Condon

U. British Columbia

Vancouver, Canada

if you've made it to associate...

if you've made it to associate...

- congratulations!!!

if you've made it to associate...

- congratulations!!!
- and if you're not there yet, know that it is worth the effort!

my path

- BSc, U. College Cork, Ireland, 1982
- PhD, U. Washington, 1987
- assistant professor, U. Wisconsin, 1988-94
- associate professor, U. Wisconsin, 1994-99
- full professor at Wisconsin, 1999, move to U. British Columbia

tenure is great...

- validation → confidence → satisfaction
- “what do I want to do” versus “what to they want me to do” perspective
- more opportunities at every turn
- ok to take more risks
- time for balance

... but, keep your eyes on full

- process varies across institutions
 - length of time as associate professor varies a lot
 - letters from “arms length” colleagues versus collaborators
 - teaching and service expectations vary too
- need to talk with more senior colleagues to know what’s expected

expectations in research

- clear evidence of sustained quality contributions since previous promotion
 - often, new research directions or collaborations
 - students
- leadership roles (journal editorship, lead P.I. on large project, program chair)
- international reputation

expectations in teaching, service

- your department will expect more
- consider
 - what can *you* contribute?
 - what will be valued?
 - how can you be successful?
 - what experiences will you gain?
 - will you enjoy the experience?

things to watch for

- internal university research awards
- managing different areas
- documenting your case
 - justifying conference publications
 - clarifying your role in collaborative work
 - explaining any gap in publication record