

# Balancing the Demands in Academia: Teaching, Research, Service

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**This session for:**

**Pre-tenure faculty  
Graduate students interested in  
academic careers**



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# What does CRA-W do?

## Individual & Group Research Mentoring

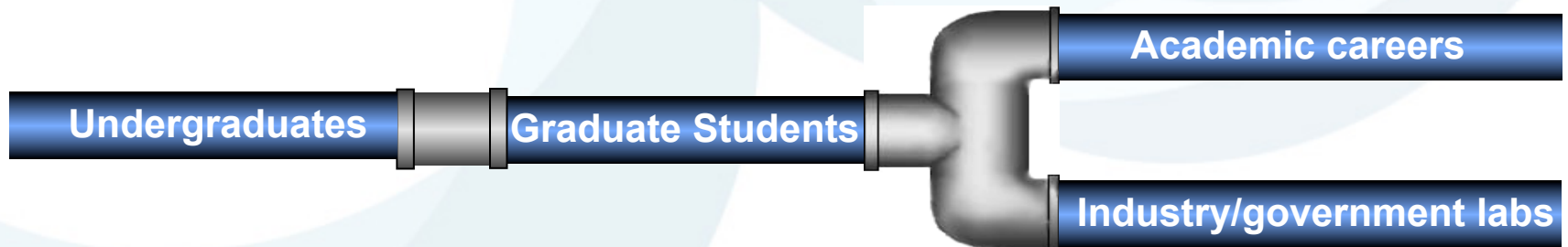
**Undergrads:** Undergraduate Research Experiences

**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**



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# Agenda

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



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# Tenure expectations

# Pop quiz!

Go to

<https://www.surveymonkey.com/r/LFT2T5X>

and answer the questions

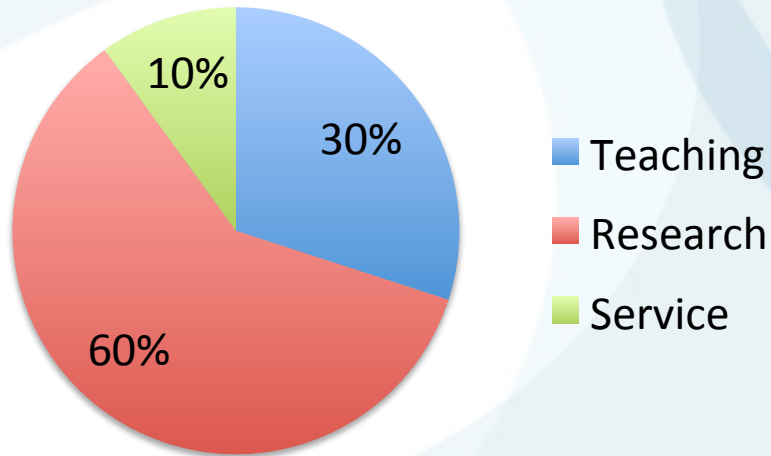


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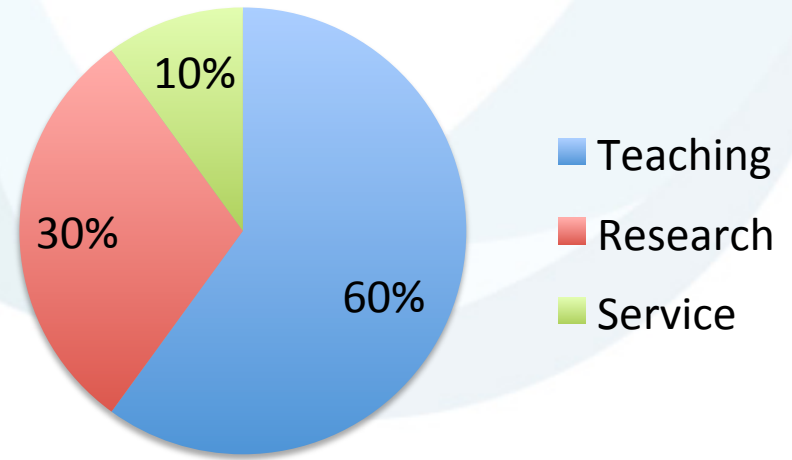
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# Tenure expectations at 2 schools

**Maria's institution (R1)**



**Amy's institution (SLAC)**



# 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



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# Role play exercises

# Scenario: Mentoring



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# Scenario: Teaching assignment



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# Scenario: Space assignments



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# Scenario: Overcommitment



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# 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



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# Next steps

- Complete tenure expectations homework
- Identify and build your network of mentors  
<https://www.insidehighered.com/advice/2013/07/22/essay-calling-senior-faculty-embrace-new-style-mentoring>



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# What should you do next?

Complete the GHC survey

Apply and Share your new knowledge

Follow up with someone you met here

Visit CRA-Women web site and Sign-Up  
for CRA-Women Updates

Participate in CRA-W via Facebook,  
Twitter (@CRAWomen), or Linked In



[www.cra-w.org](http://www.cra-w.org)



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