Model of Career Trajectory for New Assistant Professors

Developed by the Promotion and tenure committee – Human Development & Family Studies

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Area | **Year 1** | **Year 2** | **Year 3** | **Year 4** | **Year 5** | **Year 6**

Research

Year 2: (Pre-Tenure Review 2nd semester)
Year 4: (Pre-Tenure Review 2nd Semester)

-Identify focus for research program
-Participate in established networks in research area- →→→
-Submit 1-2 manuscripts from dissertation
-Publish 1-3 articles[2]-
-Publish 1-3 articles-
-Publish 2-3 articles -
-Publish 2-3 articles-
-Publish 2-3 publications[3] (10-12 total articles)
-Apply for internal grant monies (e.g., Research Board or Council, Alumni grants)
-Revise internal proposals-
-Be conducting new funded or unfunded research projects- →→→
-Be conducting new projects-
-Submitting grant proposal as needed- →→→
-Identify external funding sources (make contacts re: grant interests)
-Write & submit proposal for external funding-
- Revise external grant proposal -
-Submit paper(s) to regional & national meetings-
-Submit paper(s) to regional & national meetings- →→→
-Identify a mentor in or out of the department

Teaching

-Develop and/or revise assigned courses- →→→
-Develop grad topics seminar-
-Teach topics seminar-
-Have HDFS Teaching Committee review syllabus & give feedback-
-Apply for teaching grants (e.g. Internationalizing the Curriculum - →→→
-Apply for teaching grants (e.g. Internationalizing the Curriculum)- →→→
-Have HDFS Teaching Committee provide mentoring &/or peer feedback on classroom teaching-
-Attend Wakonsee Teaching Retreat at some time in first few years- →→→
-Request department peer review of teaching-
-Establish contact with Program for Excellence in Teaching (PET) at new faculty orientation-
-Review PET assistance with peer review, or small group feedback - →→→
-Attend teaching workshops- →→→
-Update teaching portfolio- →→→
-Develop teaching technology skills- →→→
-Update teaching skills- →→→
-Learn curriculum requirements for advising & begin advising (2nd sem.)
-Advise students- →→→

-Serve on graduate student committees- →→→
-Get doctoral faculty status[4]- →→→
-Chair MA/MS student committees-
-Co-chair doctoral student - committees- →→→
-Serve as outside member on committees →→→ (requires doctoral faculty status if PhD committee)
(Should have chaired a few master's committees or co-chaired doctoral committee)

Service

-Review abstracts for professional- meetings →→→
-Review articles for journals (go through "reviewer in training" if necessary) →→→
Post-Tenure: Assume assistant editorial or editorial duties
-Join professional organization(s)- →→→
-Committee work for- professional organizations- →→→
-Chair committees in professional organization- →→→
-Run for office in professional organization-
-Serve on Department committees- →→→
-Chair/serve on Dept Committee- →→→
-College committee work- →→→
→→→ -University committee work- →→→
Post-Tenure: Chair College & University Committees; Serve on grant review panels; Provide external reviews for P & T decisions program reviews

[1]This model is designed as a guide to provide some direction to new junior faculty members. It is not a statement of what is required or guaranteed to achieve tenure and promotion.
[2]Articles refer to refereed journal articles. Publications may include refereed journal articles, and non-refereed articles and chapters. Note that refereed work receives greater credit. The suggested numbers are averages per year-output from year to year may vary to reach approximate number of publications.
[3]Guidelines for achieving doctoral faculty status require 2 publications in referred journals of national repute in last 5 years & on-going research program.