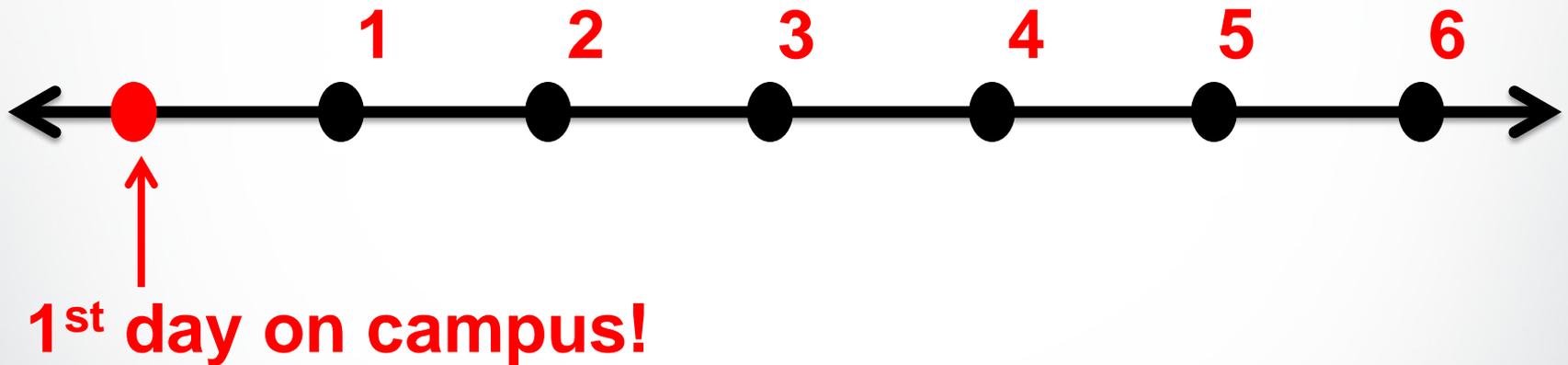


Thoughts on a Career in Academics

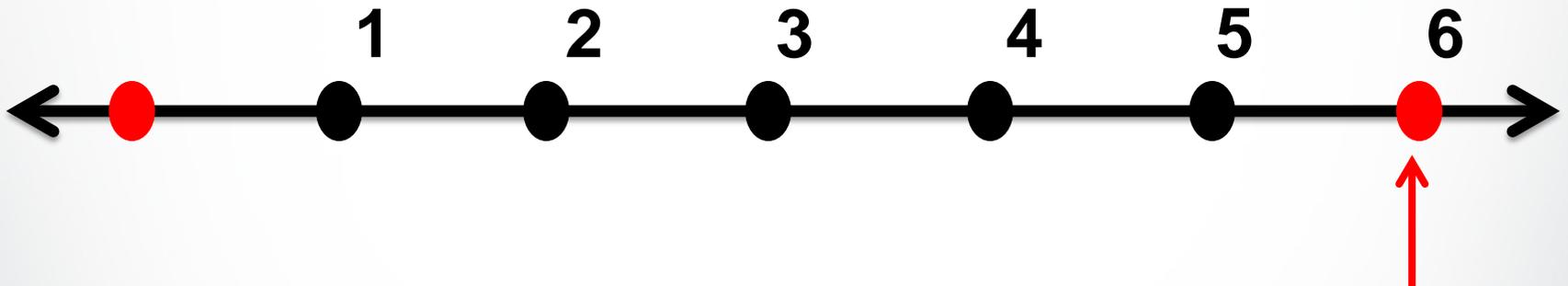
- No magic bullet.
- This is my point of view.... mostly.
- Outline:
 - 1) The tenure clock
 - 2) Publishing
 - 3) Life/Work Balance

The Tenure Clock -- let's do the math!

1) Count backwards.

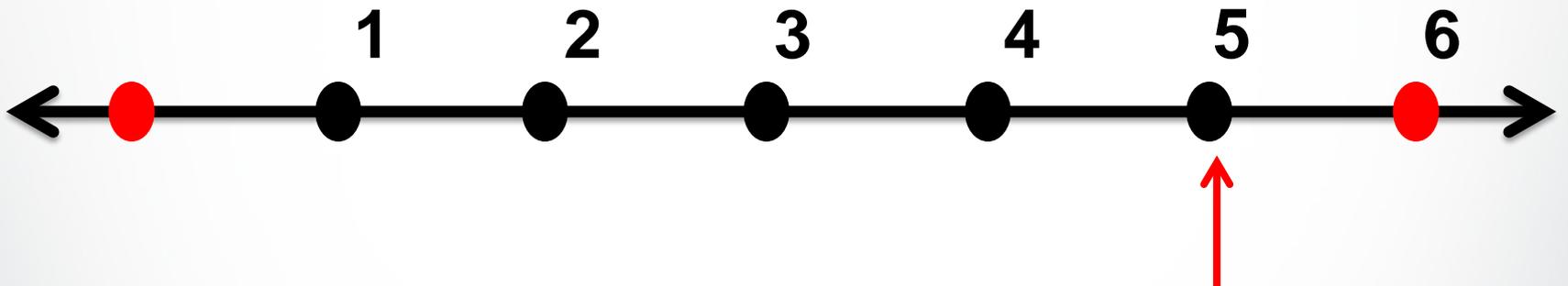


1) Count backwards.

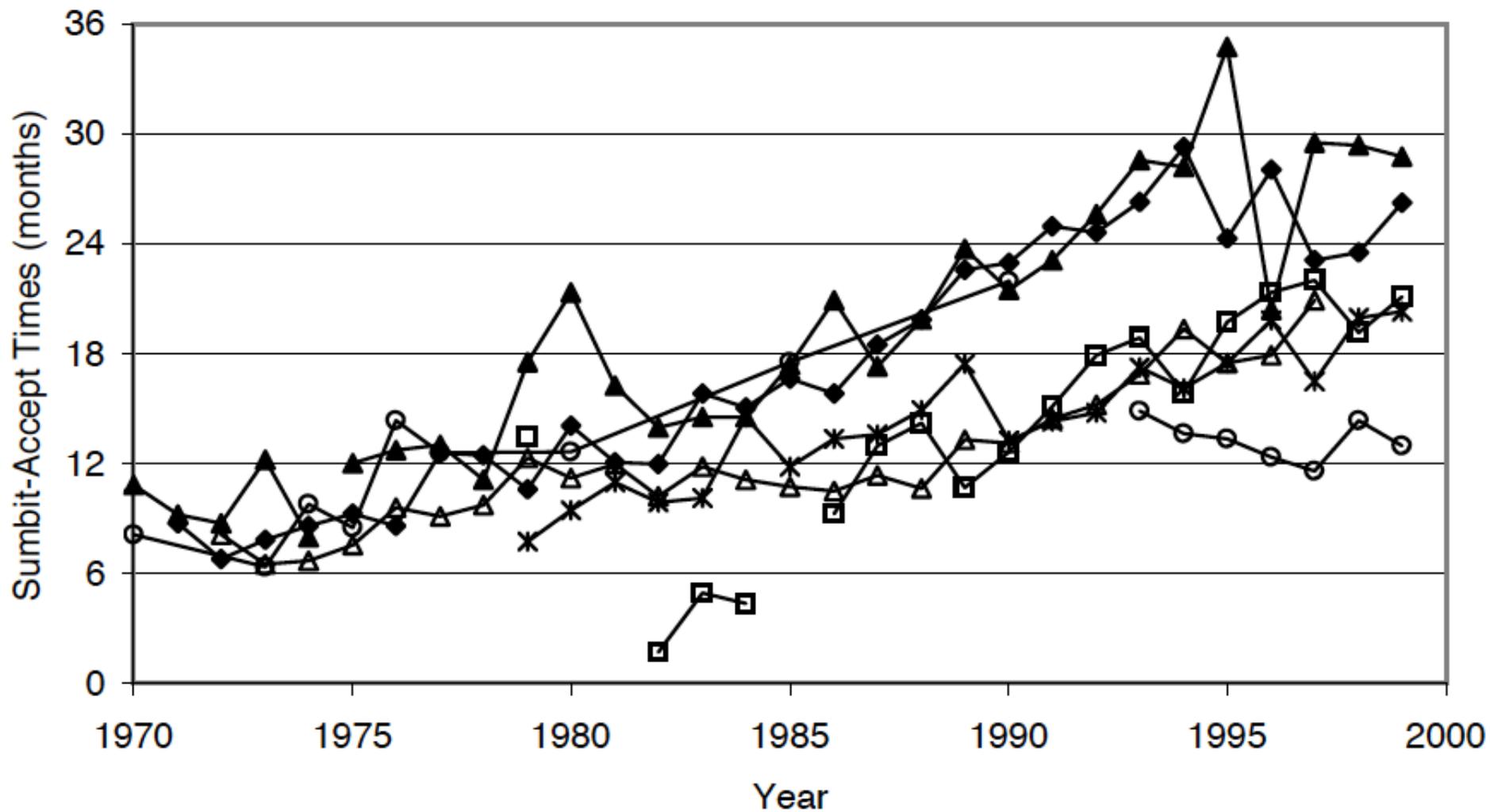


Packet is turned in.

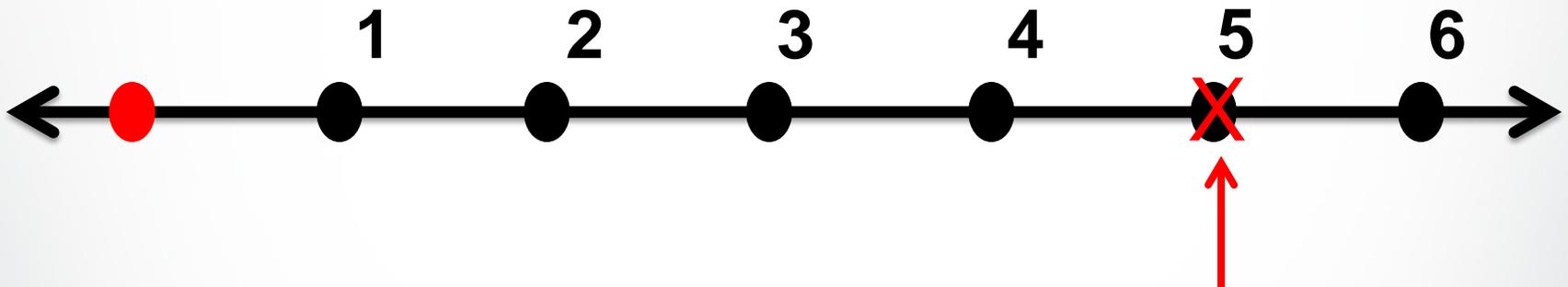
1) Count backwards.



**Packet is turned in
for your external reviewers**

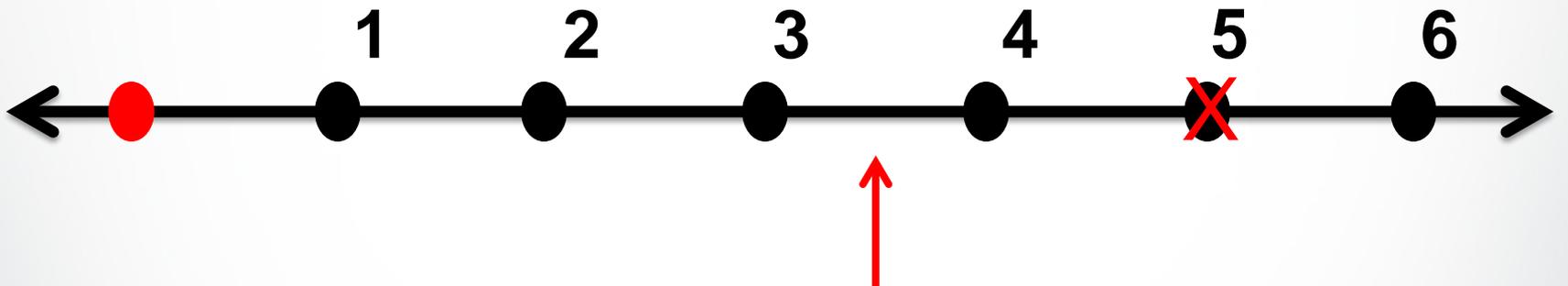


1) Count backwards.



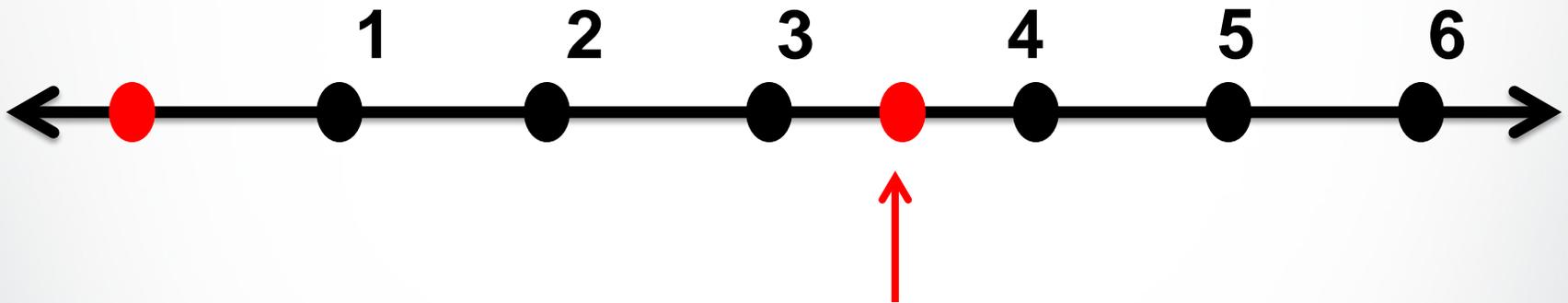
**Packet is turned in
for your external reviewers**

1) Count backwards.



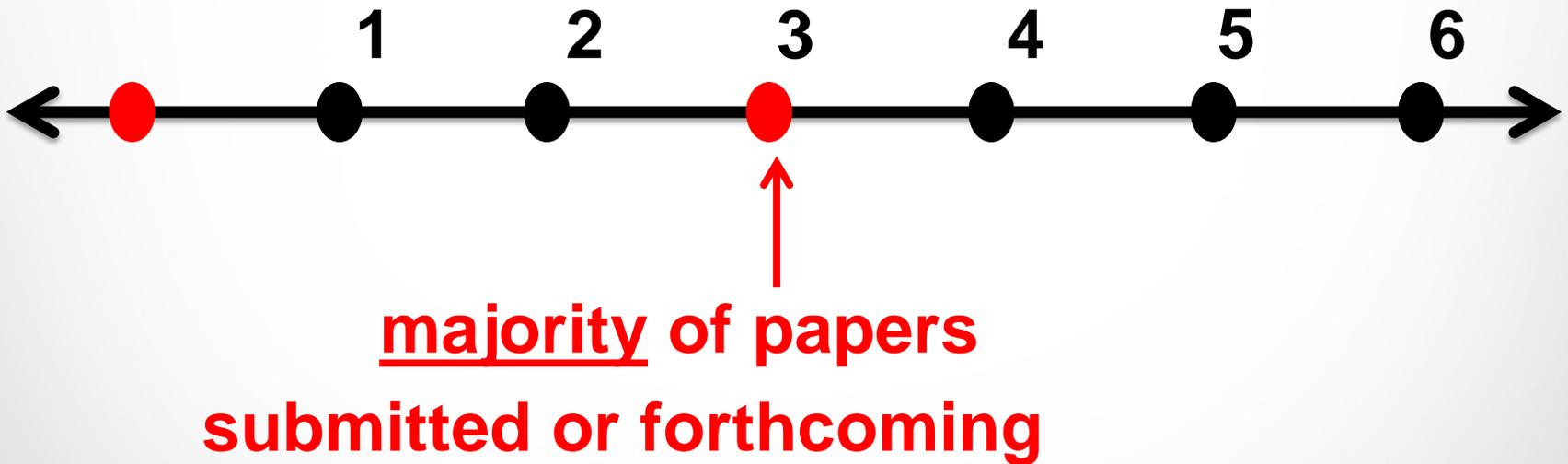
**1st submission for
anything that
has a chance to be forthcoming**

1) Count backwards.

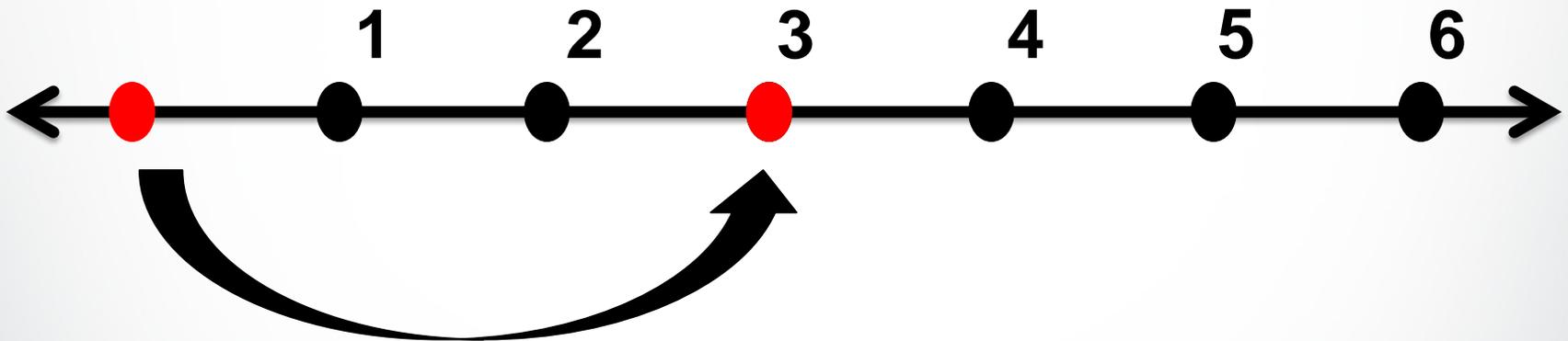


last paper(s) submitted

1) Count backwards.



1) Count backwards and try not to panic!



Tenure

What do you have to get done?

- **2.5 papers per year, moving**
(beware of “too many balls in the air” syndrome)

Tenure

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- apply for external funding
- conference participation
- collaborative work

Tenure

What do you have to get done?

- **2.5 papers per year, moving**
(beware of “too many balls in the air” syndrome)
- **apply for external funding**
- **conference participation**
- **collaborative work**
- **be careful with allocation of time to:**
 - Teaching: diminishing returns to prep set in rapidly & loss function is asymmetric
 - Citizenship: it matters, don't be a jerk (its obvious), but be careful not to end-up the “go to” person. Say no tactfully.

Publishing

Publishing

Your job is NOT to write papers.

Publishing

Your job is NOT to write papers.

Your job is to PUBLISH papers.

Publishing

Directly from Glen Sheriff, US EPA (2011 SEA presentation):

- Professional commitment to devote time to review process in general, not your paper in particular
- Be careful not to convey impression that your time is more valuable than theirs

Publishing

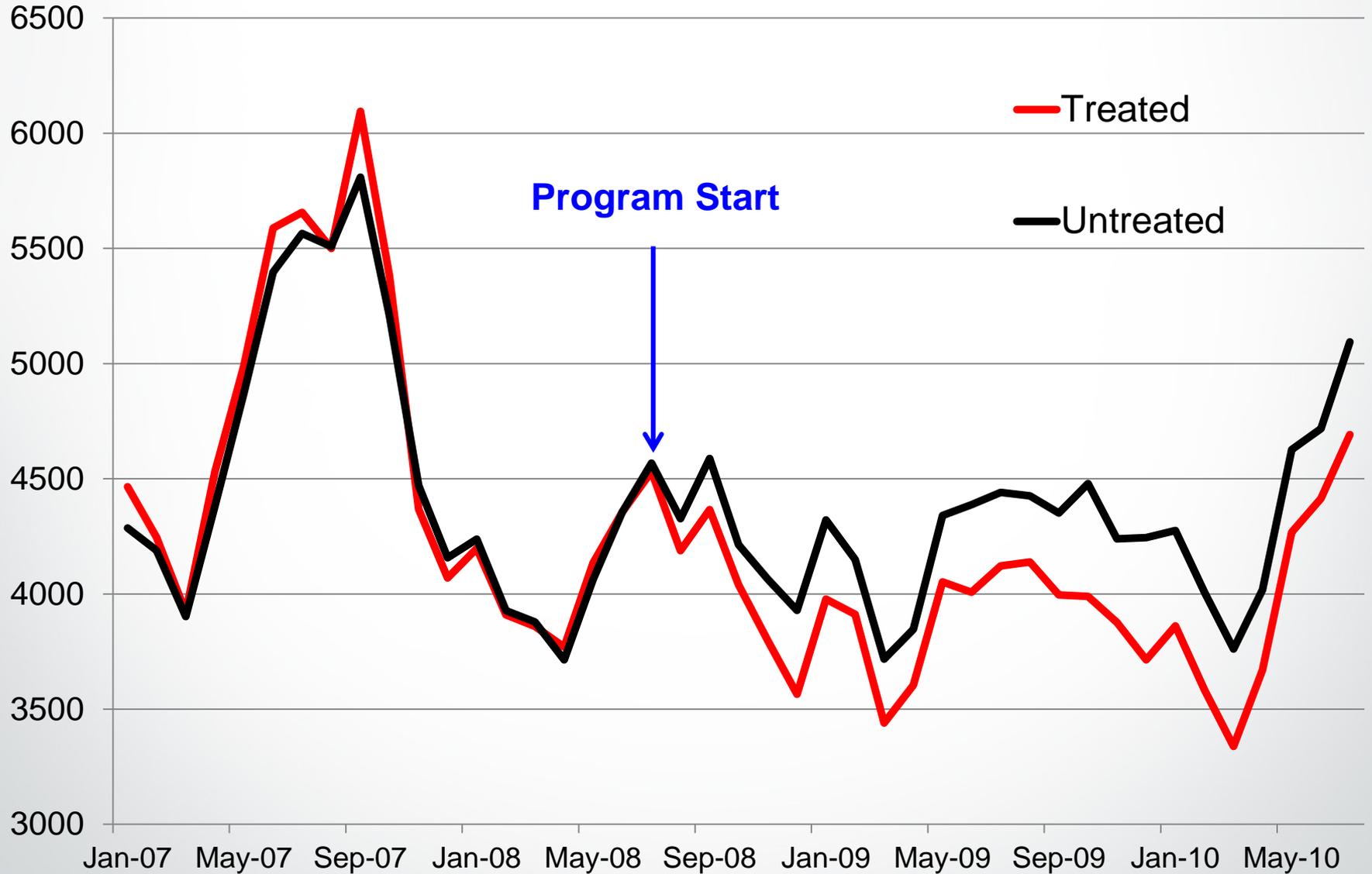
Good Idea + Bad Writing = **No Publication**

- Choose a good role model
- Make figures, tables, self-contained
 - one good figure can make a paper
- Proofread (don't signal sloppiness)
- Follow submission instructions

Table 7. Three-way heterogeneity interactions.^a

<i>Panel A: Interactions including price</i>							
AvgPrice	-0.511*** (0.053)						
AvgPrice...		*(>90th Cons)	*(<10th Cons)	*(>75k Inc = 1)	*(<Irr Sys = 1)	*(<Med lot = 1)	*(<Big lot = 1)
		-0.051*** (0.015)	0.071*** (0.018)	0.359*** (0.086)	0.089*** (0.014)	0.047 (0.053)	0.147** (0.058)
<i>Panel B: Interactions including municipalities and voluntary policies</i>							
	*Voluntary	*Voluntary	*Voluntary	*Voluntary	*Voluntary	*Voluntary	*Voluntary
	*(>90th Vol)	*(<10th Vol)	*(>75k Inc = 1)	*(<Irr Sys = 1)	*(<Med lot = 1)	*(<Big lot = 1)	
Chapel Hill...	-0.104*** (0.017)	-0.012*** (0.003)	-0.003 (0.004)	-0.053 (0.042)	-0.013 (0.008)	0.014 (0.018)	-0.012 (0.017)
Hendersonville...	-0.049*** (0.010)	-0.008* (0.010)	0.001 (0.004)	0.022 (0.013)	-0.004 (0.009)	0.012 (0.015)	0.004 (0.014)
High Point...	-0.044*** (0.010)	-0.008** (0.003)	-0.013 (0.010)	-0.002 (0.024)	0.013*** (0.002)	-0.042** (0.019)	-0.060*** (0.016)
Charlotte...	0.053*** (0.016)	-0.003 (0.009)	0.000 (0.003)	-0.026 (0.016)	-0.028*** (0.007)	0.000 (0.015)	0.023** (0.011)
Greenville...	-0.037*** (0.010)	-0.008 (0.005)	-0.004 (0.004)	-0.004 (0.015)	-0.015** (0.007)	0.011 (0.01)	0.002 (0.011)
<i>Panel C: Three-way interactions including municipalities and mandatory policies</i>							
	*Mandatory	*Mandatory	*Mandatory	*Mandatory	*Mandatory	*Mandatory	*Mandatory
	*(>90th Vol)	*(<10th Vol)	*(>75k Inc = 1)	*(<Irr Sys = 1)	*(<Med lot = 1)	*(<Big lot = 1)	
Chapel Hill...	-0.117*** (0.013)	-0.013* (0.008)	0.010** (0.004)	-0.057 (0.038)	-0.022*** (0.006)	0.024 (0.015)	0.005 (0.015)
Hendersonville...	-0.123*** (0.022)	-0.005 (0.008)	0.009 (0.007)	0.057 (0.034)	0.009 (0.007)	0.051*** (0.016)	0.090*** (0.033)
High Point...	-0.114*** (0.022)	-0.006 (0.005)	-0.003 (0.010)	-0.005 (0.015)	-0.002* (0.001)	-0.020* (0.011)	-0.025*** (0.010)
Charlotte...	-0.115*** (0.010)	-0.017*** (0.006)	0.001 (0.003)	0.005 (0.013)	0.018*** (0.006)	-0.029*** (0.011)	-0.002 (0.007)
Fayetteville...	-0.012 (0.008)	-0.005 (0.003)	0.005 (0.003)	0.069** (0.029)	0.012 (0.013)	-0.021 (0.019)	0.015 (0.025)

Or... treated group used less water



Publishing

Be Concise.

“I have made this letter longer than usual,
because I lack the time to make it short”

-Pascal

Publishing

Once you receive “**the outcome that shall not be named**”:

- Don't fight the last war
 - probably not worth appealing
- “Nice” reviews \neq nice letter to the editor
- Remember the size of the field & who your next reviewer may be.

Publishing

Once receiving a request for revisions:

- Read reports charitably:
 - Someone probably just called your baby ugly and stupid, but they might not have meant it like that.
- If a comment can be reasonably interpreted as being addressable with a new footnote or a new section, choose the footnote.
- List page numbers of revisions in responses

Publishing

Referee suggestions are not written in stone.

- Sometimes they are impractical.
- Sometimes they are wrong.
- Make a good faith effort to address each comment, explaining in detail your reasons.

Publishing

Don't Pick Fights with Referees.

- At minimum, accept lack of clarity in exposition
- Cheerfully, discuss at length why you believe that you are correct; “So-and-So (1997) showed it.” is not good enough.
- Remember, at this stage, referees may be rooting for you, even if comments appear brusque.

Work/Life Balance

The Life of a Professional is Full

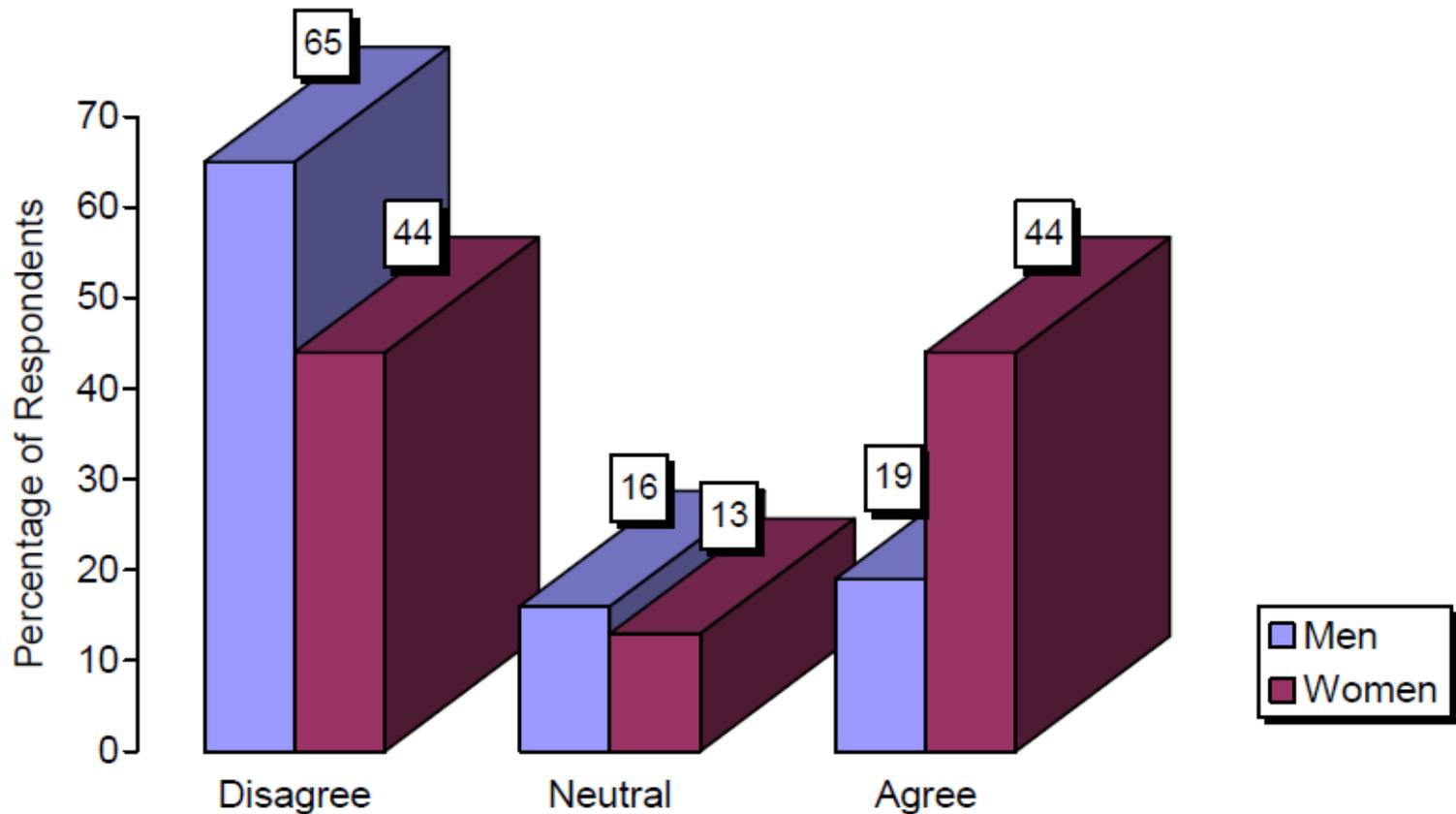
- Supportive spouses are critical.
 - Private sector = more constraints, typically
 - The flexibility of your job is a **blessing and a curse**
- With children, you must be an **effective team!**
 - Spend money & outsource everything you can
 - Parental leave policies vary substantially across universities

Yoest & Rhoades, 2002

The Survey

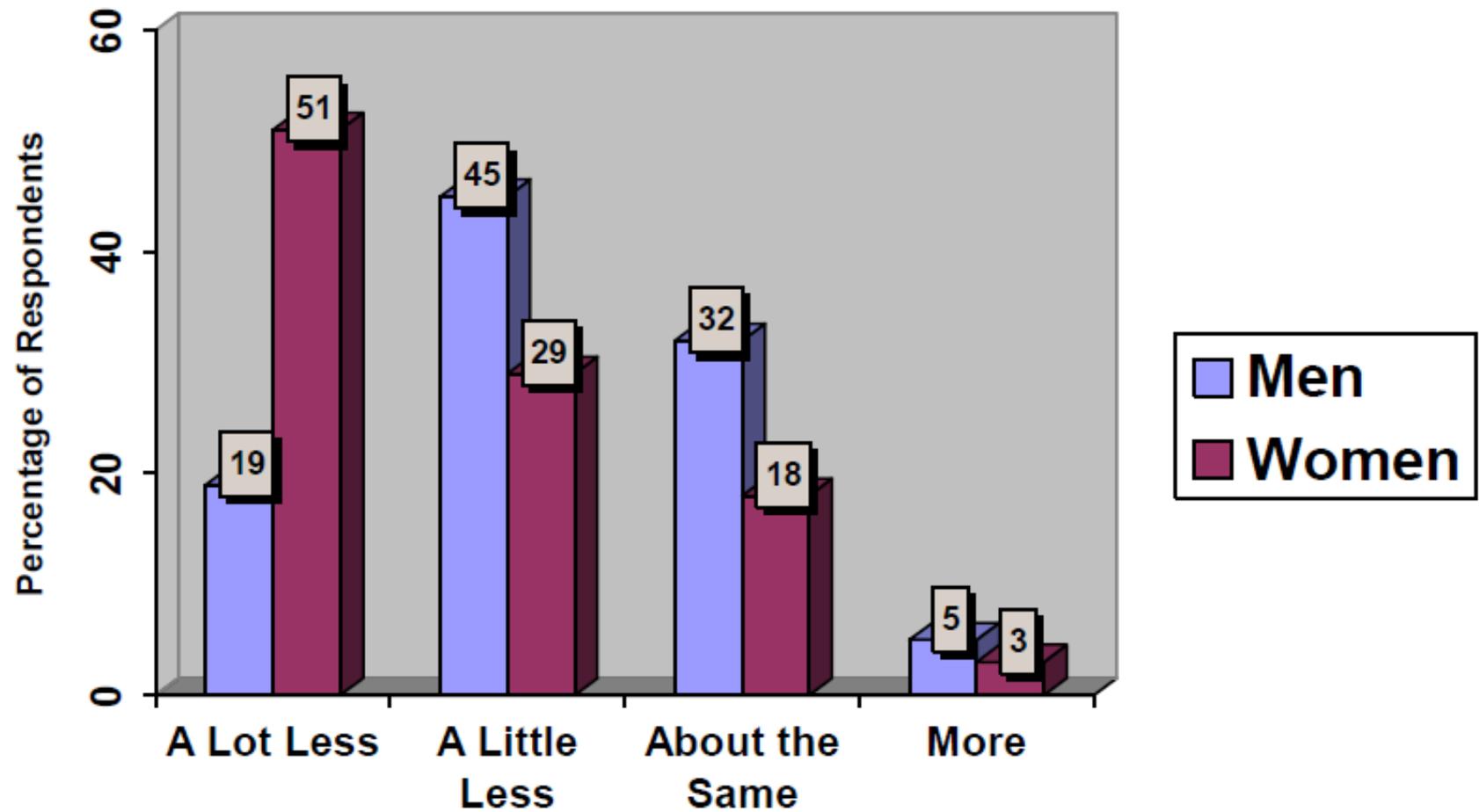
- Conducted spring 2002
- Respondents (n=184):
 - tenure-track assistant professors
 - child under age 2
 - at institutions with *some* paid leave policy

"I feel overwhelmed by my parenting responsibilities"
Gender Differences Among Non-Leave Takers



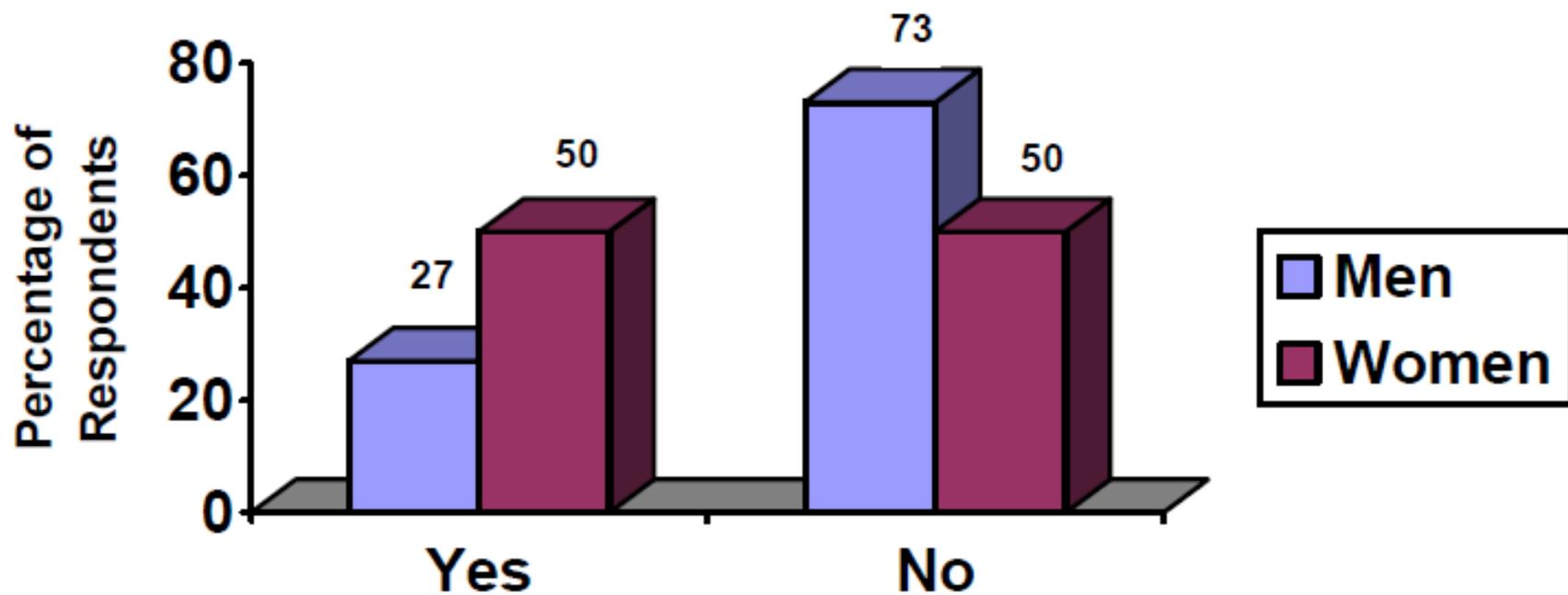
N= 92 non-leave takers; 69 men and 23 women;
male mean = 2.48, female mean = 3.0, $t=-2.254$, $df=90$, $p=.03$

How does the time you spend now on research and writing compare to the time you spent before your child was born?



$N=180, \chi^2=20.617$ $df=3, p=.001$

Have you ever thought of dropping off the tenure track, because of work and family pressures?



$N = 181$, $\chi^2 = 9.9$, $df = 1$, $p = .002$ for gender difference

Remember:

- Your department is on your side
- Get advice – listen for common themes
 - Note: Mentorship vs. Sponsorship
- Be proactive
 - Give seminars / attend conferences
 - Seek collaborations
- Watch your clock, write out your projects, define timelines.

Remember:

- Outsource everything you can.
- Do what is right for you.
 - your family
 - your interests
 - what gives you joy and satisfaction in your work