Talk to your Colleagues

• Who are present and past representatives to college promotion committee?
  – What are the common mistakes that have been made in the past?

• Ask for copies of recent dossiers
  – What did candidates do that you have not?

• What is considered the most valuable intellectual contribution?
  – Number of references to publications?
  – Number of publications?
  – Impact factor of journal in which you publish?
  – Etc.
Establish a Network of International Contacts

- Through participation in international meetings (giving talks and organizing)
- Ensure that your colleagues know about the work of your contacts (for letters)
- Lobby (with tact) to get invitations to talk at other institutions and other
Learn from your most successful colleagues

• Get copies of their CVs
  – What and how many awards they got?
  – What kind of service do they do for Udel and for the profession?

• Apply for awards within and outside your institution

• Take positions of responsibility within the department
  – Curriculum Committee
  – Recruiting
  – Etc.
Research Areas

• If your publications in an specific area are not referenced
  – Delay work on this area until later
  – Focus on areas that have the most immediate impact

• Maintain a reasonable level of funding
  – Convince your colleagues your research is viable in the long term

• Do not delay submission of publications
  – If data is ready, write and submit

• Maintain a constant visibility
Keep Records

- Everything counts
  - Thank you e-mails for a good teaching job
  - Reviews of proposals (funded and not-funded)
  - Reviews of manuscripts
  - Teaching evaluations