

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