

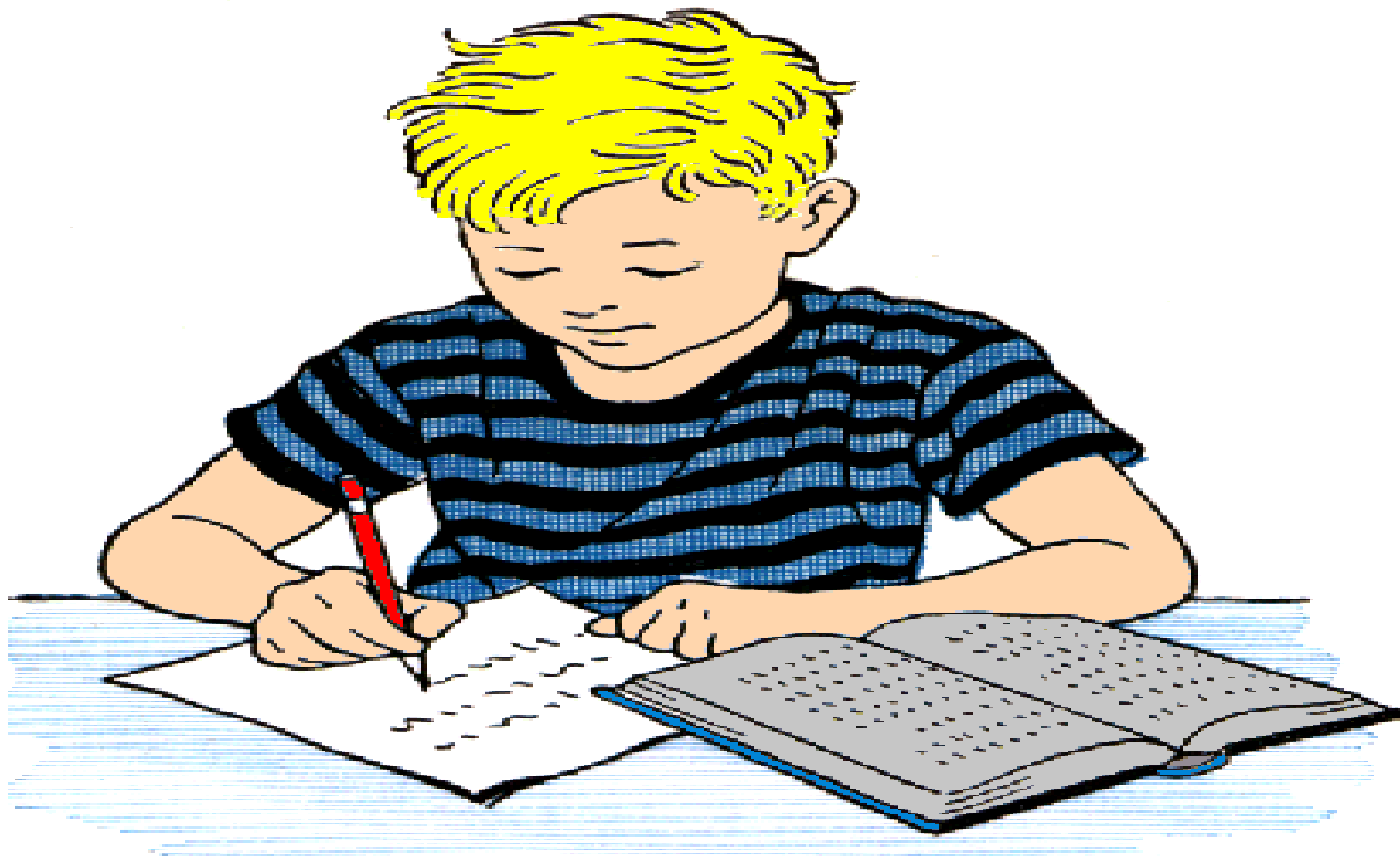
Sharing My Story: Getting a Tenure-Track Faculty Job and a Tenure in a Major Research University

Hee Yun Lee, Ph.D., LCSW

Associate Professor

School of Social Work

University of Minnesota, Twin Cities



School of Social Work
Leadership for a just and caring society



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

study

(verb)

The act of texting, eating
and watching TV with an
open textbook nearby.

AGENDA

- How to get an academic job
 - Research/Teaching/Services
 - Cover letter
 - Job Talk
- How to get a tenure
 - Research/Teaching/Services
 - Grant funding
 - Relationship

Academic Job: RESEARCH



Academic Job: Research

- Peer reviewed articles
 - The most important thing
 - At least 3-4 manuscripts in press
 - 2-3 manuscripts under review
 - First author preferred but not required
 - High impact journal may be impressive, but not necessary

Academic Job: Research

- Doctoral dissertation fellowship
 - Great to have this fellowship
 - 75% of award rate at U of M doctoral dissertation fellowship
 - NIH and several foundations have pre-doctoral level fellowships

Academic Job: Research

- Legal status is a barrier to get fellowship:
Get a green card first!
 - You will get more options to apply
- Hartford doctoral fellows program
 - Changed my academic life!!!

Academic Job: Research

- Post-Doc Program (at least two years)
 - Strongly recommend
 - Now it is a trend in social science
 - Time to publish manuscripts
 - Opportunity to write research proposals (e.g., PI, Co-PI, Co-I)

Academic Job: Research

- Research assistantship
 - Work as a research assistant
 - Volunteer first, if no position available
 - Show your “extreme” hard work and high quality performance
 - You will get hired!
 - Work with assistant professors who have to publish

Academic Job: TEACHING



Academic Job: Teaching

- Teaching assistantship
 - Try to be a teaching assistant for 3-4 classes
 - Search independent instructor positions at local colleges or universities (e.g., Augsburg college, U of St Thomas, etc.)
 - Find teaching mentor
 - Attend teaching workshop or training at U of M

Academic Job: Cover Letter & Interviews



Cover Letter

- Tailor to each school's position
 - Teaching school: Stress more about teaching philosophy or experiences
 - Research school: Describe more about research activities and productivity
 - Recommendation letters should be also tailored to each school

Curriculum Vitae (CV)

- Very important!
- Update regularly!
- Search committee reviews CV first and drop the application if not meeting the standard
- Research school looks at publication and grant awards (e.g., dissertation fellowship)

Job Talk and Onsite Interview

- It takes 2-3 days!
- Evaluation started from the moment of picked up at the MSP airport to dropping off at the MSP airport again
- Meeting with faculty, staff, and students
- Be yourself!
- Job offer and negotiation...

Getting a Tenure in a Major Research University



Getting a Tenure: Research

- Sorry to say this but it is REALLY hard to get a tenure in social science
- Publication is the life of junior faculty.
- The more is the better (no magic number)
- When reviewing tenure dossier, we count the # of peer reviewed articles published (or in press) and the journal's quality

Getting a Tenure: Research

- Now we also look at Impact Factor of each journal
- It takes 2-3 years to publish just one article (or even worse)
- Junior faculty with post-doc fellowship has already 5-6 articles (even 17 articles!)→ easy game for her/him

Getting a Tenure: Research

- Need to have international research projects
 - Not a must but we look for it
- Research presentations
 - Not important as much as publications
 - But this presentation will lead you to publications

Tips to Get more Publications

- Form a research team to write together
 - Write articles or grant proposals with colleagues/PhD students at the department
 - Collaborate with colleagues outside department
 - The research team should have 2-3 senior level research mentors who can share their expertise in article and grant writings.

Tips to Get more Publications

- Receive grant awards as early as possible.
 - Pilot research grant funding at the Univ.
 - Career development award: NIH K-Award
 - University level K-Award: CTSI KL2 Scholar
- Hartford Geriatric Scholar Program:
Extremely helpful for my tenure achievement



Tips to Get more Publications

- The grant funding will provide:
 - Research assistants for your projects
 - Buy out your courses
 - Able to make your own research team (e.g., editor, statistician, etc.)
 - Bring you to a larger scale research grant application later

Getting a Tenure: TEACHING

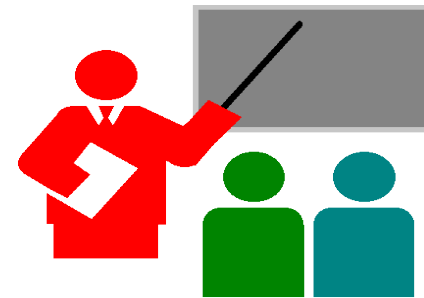


Getting a Tenure: Teaching

- 2 and 2 teaching load at master level
- Very important to get good teaching evaluation
- First 1-2 years → You will struggle a bit, but it will get better.
- Relationship is important
- Make yourself available for students

Getting a Tenure: Teaching

- In general, 2-3 course developments
- Make 3-4 sessions purely online-based
- Work with Teaching Technology team
- Attend teaching workshops—show your efforts to improve your teaching



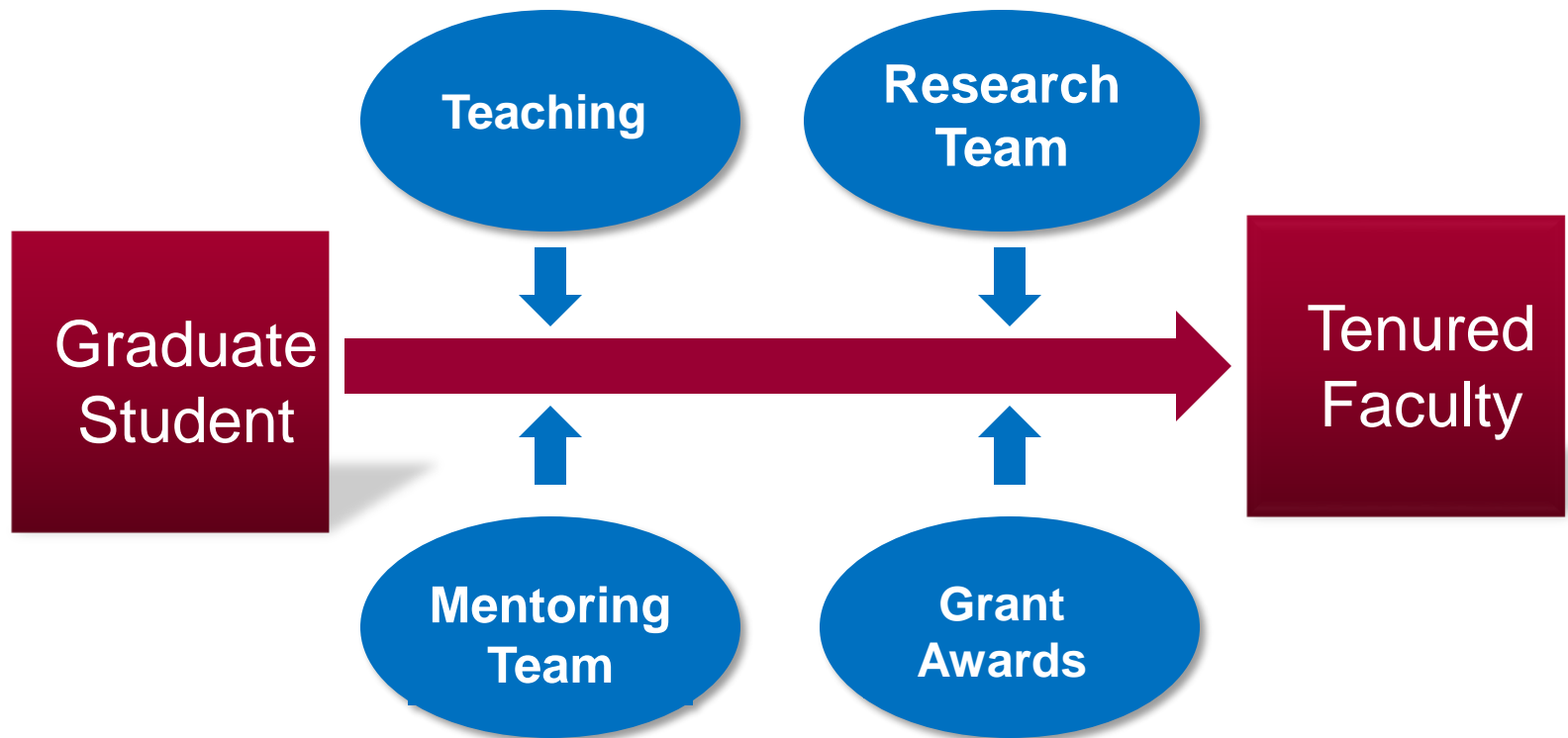
Getting a Tenure: Teaching

- Invite senior faculty to provide teaching evaluation for each course per semester
- Master/PhD advisees: typically 2-3 for PhD and ~10 for Master students
- Write articles with PhD/master students

Getting a Tenure: Services

- Committee works: Assign 3-4 committees to a junior faculty
- Community service: Serve as a board member at agency or state government
- Involve in college or university level committee work
- Activities at international level recommended

Path to Tenured Faculty





dreamstime.com

**Hard work always
pays off!!!**

Good luck on your journey!!!



Question & Answer



Contact

Hee Yun Lee, PhD, LCSW

hylee@umn.edu

612-624-3689