

The Short & Long Games: Research, Teaching, & Outreach Expectations

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Already in Your Job—Short & Long Games

- Review the terms of your position regularly. In particular:
 - Stated % of your time for research, teaching, and extension/service
 - What responsibilities are attached to each %?
 - For example, 50% teaching is how many classes and of what size?
- What are you actually doing? Does it align with your job description?
 - If not, is it because of what you're asked to do, what you choose to do, or some combination?
- Are adjustments/negotiations necessary?
 - Compare your situation to others' situations. Are you on an equal footing?
- Inputs: You, Dept. Head or Chair, Personnel Committee, Mentors
- What is most important for you to do? Stick to that

Expectations

- Depends
- In most cases, research is at the heart. Cannot be excellent without excellence in research (in context of % of effort)
- Teaching should be excellent, too
- Extension should be excellent, too
- Service should be very good
 - Make service really count by combining with professional networking: regional associations & AAEA, ad hoc reviewing
 - Plus local service

Research: Short & Long Games

- By tenure decision, 2-3 well-defined research areas
 - Does everything you do tie in convincingly to these areas?
 - Do they show the rising trajectory of your work in the future?
- Disciplinary excellence
 - Publication in highly recognized journals
 - Other publications to fill out your roster
- Beware of too much interdisciplinary work
 - Deans (& others) tend to love and promote it
 - You'll have lots of requests
 - Ask yourself
 - Does it further my research agenda?
 - Does it allow me to progress toward higher Co-PI funding levels and/or PI funding?
 - Will doing it build my networks in important ways?
 - Multi-author papers in journals of other disciplines alone will not get you tenure

Teaching

- Teach with enthusiasm—it will be an important lasting source of satisfaction in your work
- Negotiate to have a standard, small set of courses that you teach
- Undergrad & grad
 - Grad is important to have students start choosing you to supervise their research

Extension

- Metrics here are changing the most
- What are the metrics in your department?

Service

- Stick to smaller tasks & do them well
- Don't jump in to do things that seem to be really needed or "would be so nice" that no one else is taking on
 - Play the longer game
 - Know what's not your job
- No secret, in many situations there are shirkers
 - You won't be one but
 - You're not making up for them, either

What is Rewarding to You? The Long Game

- Job is very satisfying on several levels
- What is interesting to you, what do you want to achieve?
- What contributions do you want to make to knowledge and policy?

- Build community
 - Work related interests
 - Friendly relationships
 - Esprit de corps helps
- Best wishes to you!