Should I Stay or Should I Go: The Fit and Feasibility of a Pre-Tenure Career Move

Sheila Witherspoon, Ph.D., Rutgers University - New Brunswick/Piscataway

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Common Reasons Pre-Tenure Faculty Begin a Search

Study the Culture
- How it works
- Who works it
- What works for you
  - From research to teaching institute
  - From teaching to research institute

Accepting a New Offer

Parting ways
Common Reasons Pre-Tenure Faculty Begin a Search

- Uncertainty of receiving tenure at current institution
- Realized preference for non-tenure track position
- Perceived lack of mentoring and/or support
- Realized preference for teaching/research institute
- Realized preference for different type of institution (i.e. state, private, 2-year, etc...)
- Perceived feelings of isolation
Conduct a Needs Assessment...then, STUDY the Culture

The best type of tenure is that which matches your ideals and values.
~Leslie M. Phinney, Ph.D.
How the culture works

University Mission Statement

College/School Department Program

Tenure and Promotion Standards and Criteria

Values and Ideals
Who works the culture well

**Teaching**
- Lecture
- Active
- Hybrid
- Online

**Research**
- Publications
- Grants
- Conferences

**Service**
- University
- College/School
- Department/Program
- National
- State
- Local
- Professional
- Community
What culture works for you

PUBLIC
PRIVATE
HBCU
2-YEAR/TECHNICAL COLLEGE
SUBURBAN
REGIONAL
RURAL
STATE
INDEPENDENT
URBAN
Personal-social concerns

- Social location of your university is important; particularly to professors of color.
  - Spiritual home
  - Love relationships
  - Stress release
  - Cosmetology/Barbers
  - Social outlets
  - Shopping
  - Restaurants
  - Fraternity/Sorority graduate chapters
  - Business and/or organizational connections
From research to teaching institute

- Indicated in the mission statement of the college/university
- Typically teach 3-4 classes per semester, with an option to teach summer school
- Tend to participate in a number of committees for service
- Population varies from small - large
- Scholarship (research/publication/grant writing) production may be moderate, yet expected at a steady rate.
From teaching to research institute

- Indicated in the mission statement of the college/university
- Typically able to negotiate teaching load from 0 - 2 classes per semester, with an option to teach summer school OR conduct research.
- Tend to participate in college/school, department, and university committees for service; leadership position expected.
- Generally larger in population
- Scholarship (research/publication/grant writing) is expected from a high rate of production – “publish NOW...or perish”!!
Decision making strategies when accepting a new offer

- Negotiation leverage
- Understanding your new contract
- Tenure rules and regulations
- Non-tenure track positions
- Negotiating your clock
- Salary and advancement opportunity
Considerations when separating from one’s current position

✓ Human Resources:
  ✓ Absolute last day to provide notice of separation
  ✓ Benefits
  ✓ 403b or salary benefits

✓ Exit interviews