

Becoming a Professor

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Concepts

- Academic socialization
 - » *Awareness of unwritten rules, “fitting in”*
- Research identity
 - » *Unique expertise and contribution*
- Fit between individual and institution

Preparation

- Publications
- Teaching experiences
- Networking
- Skills development
- Grant writing
- Advisement
- Speaking engagements
- Mentorship

Pathway

- Making the most of the graduate student and postdoc experience
- Strategic persuasion and negotiation towards an ideal faculty position
- Navigating the path to tenure
 - » *Independent externally funded research*
 - » *Strong teaching record*
 - » *Good citizenship within the department*
 - » *Socialization into the profession*
 - » *National reputation*
 - » *Supportive network*
 - » *Work-life balance*

Tips

➤ Consider shift from habits of survival to strategies for success:

Habits:

- Subservience (no resistance or challenge to authority)
- Warrior (active open resistance)
- Feigned subservience (deferential stance)
- Culturally split (institutional self and indigenous self)

From “The Black Academic’s Guide to Winning Tenure Without Losing Your Soul”

Tips

➤ Consider shift from habits of survival to strategies for success:

Steps for shifting:

- identification
- Mindfulness
- Roots of habit
- Gains and losses
- Alternate behaviors
- Exercising choice

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Tips

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