

1. What did you expect to get out of today's meeting?

- a. *An overview with some details about the tenure evaluation process. Some hints about how to best proceed to have a good evaluation.*
- b. *I was expecting to get more information / perspective on what it takes to get tenure at BU.*
- c. *I expected to hear several different perspectives on the tenure process at BU.*
- d. *Connections with other faculty members and information regarding tenure process*
- e. *To get a rough idea of the tenure process and the university expectations.*
- f. *I didn't think it would be as *informative* but instead thought I would just make some good connections*
- g. *I got great advice from the Panelist on how to best strategize your work in getting "tenure"*
- h. *University level expectations regarding tenure and helpful tips at gaining tenure*
- i. *A BU based sense of tenure process; impression from outside my department and college*

2. Did you get from today's meeting what you hoped to get?

- a. *Yes.*
- b. *Yes. I also got some feedback from the tenured people that I was sitting with that was helpful.*
- c. *It definitely exceeded my expectations. I thought the panel was upfront and honest about what really matters, which was refreshing. It sometimes seems difficult to get a straight answer about the importance of teaching vs. research vs. service, and this really clarified that for me. I did not leave feeling completely overwhelmed and intimidated (which was certainly a possibility), but rather encouraged, motivated, and informed.*
- d. *Yes*
- e. *Yes*
- f. *Yes I did, I met a few senior faculty who were great*
- g. *Yes and No. I got some advice. But not much new information or specific details. I'd liked to have networked with more younger assistant professors. There weren't that many.*
- h. *Not completely, but a good amount*
- i. *Yes and more*

3. To what extent was today's discussion redundant with what you had already heard?

- a. *The “overall” concepts – for example, concentration of tenure evaluation on research and reduced attention to extension – were redundant, but it's never bad to have some degree of redundancy. It's actually a good checkpoint for expectations.*
- b. *Honestly, I'm sure some of it was redundant, but I'm still in the position where hearing something more than once is helpful.*
- c. *Not really, actually. I thought the panel's advice was more direct and specific than other pieces of advice I have so far received at BU.*
- d. *Most information about tenure and surviving I had heard before from my chair, but I know not all faculty members have chairs who are supportive or informative.*
- e. *Some of the material was already discussed at the New Employee Orientation.*
- f. *No! It was all great!*
- g. *Some of the advice was redundant. Perhaps a specific question such as “If you could share three things you wished you had done differently, now knowing the outcomes of your career, what would that be ?” Or something that the panelists could personalized.*
- h. *About 25% redundant*
- i. *Maybe half, but it is very valuable to have a sense of reinforcement and different points of view. Sometimes gossip is accurate*

4. Did you learn at least one thing that you think will be helpful to you as a junior faculty member? What was that?

- a. *Definitely. Tips about time organization, issues that are considered in the evaluation that I didn't know about, and how to keep track of achievements.*
- b. *One of the things that I learned was the important of keeping track of your accomplishments and service as you go along. The idea of filling out the actual tenure paperwork at different points in your pre-tenure years was very helpful. I also like the idea that you should just enough service to keep people from getting mad at you.*
- c. *Yes, many! Including: Maintain a good website, Make CV intelligible to outsiders, Fewer articles in top journals is better than more articles in less-important journals, Aim for at least one single-author article, Letters are important, particularly from tenured people at schools better than BU*
- d. *Yes appreciated insights from women at my table about managing time and personal life with work*
- e. *No response*
- f. *Yes, I thought the percent breakdown of research and teaching service and the annotating of the tenure applications was great*
- g. *YES. Papers Papers Papers ! But fewer in top journal is better than many papers in smaller journals.*
- h. *Yes, create a website and cultivate network of potential letter writers*

- i. *Yes documentation provided is very helpful. Need to start planning now for collecting what will be needed.*

5. Did you meet at least one person you could call on if you have questions or concerns in the future? Was this a junior or a senior person?

- a. *Yes, a senior person.*
- b. *I did meet someone in the engineering department that I would like to be in contact with more regarding tenure and potential collaborations.*
- c. *I think I am starting to know a few such people (junior and senior) at BU, although I wouldn't say there is one specific person from that meeting.*
- d. *No _ I received no cards from senior members, although I gave mine out*
- e. *No*
- f. *Yes, a senior person!*
- g. *My mentor, who was one of the panelists.*
- h. *Yes, senior person*
- i. *Met both junior and senior people*

6. What were the best things about the meeting?

- a. *The informal and direct tone of the panelists. It was really nice to see how the process works from insiders' descriptions.*
- b. *There were only three of us at my table (two senior faculty and myself). It was nice to get their personal attention.*
- c. *The frank and honest advice. Very refreshing! Also (less important), the food was delicious.*
- d. *Change to talk with people during the meal*
- e. *Getting to talk with some senior faculty members.*
- f. *Chatting at lunch!*
- g. *I enjoyed the causal informal aspect of the meeting. It was better than sitting in a lecture about getting tenure.*
- h. *Packet of materials, presentation on tenure review process (the actual steps)*
- i. *Excellent panelists with thoughtfully prepared statements. Tables for discussion very helpful*

7. What were the least successful things about the meeting?

- a. *I can't think of any!*
- b. *I hate to say it, but the food. More attention to dealing with food allergies would be helpful.*
- c. *There wasn't much discussion about the importance of proposal writing and grants, so I still don't have a good feel for how BU values that aspect of our careers.*
- d. *I would say have less "fancy" food- basic sandwiches, etc I think are better and allow for more "mingling" and talking!*

- e. *No response*
- f. *Not enough time for follow up*
- g. *There wasn't much time for questions and answers.*
- h. *Low attendance, I was hoping to find more people (junior and senior) to talk to*
- i. *A little slow to get started. I had budgeted 1 hour and had to leave.*

8. How could we improve such a meeting in the future?

- a. *I think the format is very good, so I can't think of ways of improving it.*
- b. *No response*
- c. *Maybe a slightly smaller room? That room was lovely but we were all so far apart from each other. Also, maybe a physical scientist (physics, chemistry, astronomy, for example) who has served on BU tenure committees but also has some field-specific input.*
- d. *No response*
- e. *Attendance from junior faculty was low*
- f. *I would have a short time after the panel to go back to the tables for some more personal follow up questions. Maybe some dessert as an incentive!*
- g. *Subject driven workshop. For example, "How to Get Funded Advice"; "How to balance family and work life"; "How to get research off the ground during your first two years here?"; "what to ask for as you continue here – negotiation tips"; "Things to enrich your faculty life – beyond research and teaching – (such as services)"*
- h. *No response*
- i. *Make it clear that the panel takes 2 hours not 1. Invite people for food at 11:45 and kick off the panel sooner. Provide names of panelists and senior discussion leaders for future contact.*