

Suffering Is Optional, but Not Required: Promotion and Tenure in Technical Services

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Agenda



1. Introductions
2. On Your Mark, Get Set – Starting out with Promotion & Tenure
3. Go! – Strategies for Completing the Marathon
 - a. Librarianship
 - b. Scholarship
 - c. Service
4. Don't Bonk – Strategies to Avoid Hitting a Wall
5. Q&A

Introductions



Jessie Copeland

- 2019: Appointment renewed.
- Emory Libraries are under the provost's office and librarians are considered faculty-equivalent.
- Governed by the *Handbook Governing the Librarian Series for Faculty-Equivalent Librarians* and are granted renewal and promotion.
- Promotion is optional at the Associate rank.



Jeff Mortimore

- 2020: Granted promotion and tenure.
- University Libraries organized as a College under Academic Affairs.
- Tenure-track and non-tenure track (*tenure-track only going forward*).
- Promotion is optional (*but expected*).
- Post-tenure review every five years following tenure.
- Currently revising bylaws to clarify evaluation criteria.



On Your Mark, Get Set – Starting out with Promotion & Tenure



- Read the policy that governs the promotions and tenure at your library.
- Ask questions!
 - Are mentors available?
 - Are examples of promotion packets available?
- Become familiar with any forms that are used in the process.
- Determine how annual performance reviews may fit into the promotion process.
- Save your CV in an accessible place.
- Design a system to keep track of your professional development activities throughout the year.
- Identify annual goals to stay on track.

Go! – Librarianship



- Determine your options for engagement with library organizations.
- Identify applicable library conferences or organizations that offer professional development.
- Build your professional network, internally and externally.
- Actively plan your career trajectory.
- Decide how you want to contribute to the library profession.
- Track everything you do!

Go! – Librarianship



- Plan time for scholarship and service (*and for rest*).
- Demand mentorship, inside and outside your department.
- Evaluate technical services priorities in terms of public service needs.
- Evaluate and describe everything you do through a public service or scholarly communications lens.
- Make collecting evidence a daily practice.
- Maintain a ‘master’ CV that you can adapt as needed.
- Take time to explain what you do and why it’s important.
- Report everything (*even if the review committee whines about it!*).

Go! – Scholarship



- Determine how your library defines scholarship.
- Identify possibilities for scholarly output:
 - Learn the calendar! When do relevant conferences put out calls for proposals?
 - Are there projects you are working on that would make a good presentation? Poster? Paper?
- Don't be shy - ask your colleagues to collaborate!
 - Flip side - Say yes when asked (if you can).
- Make time for scholarship.
- Like your TBR list, keep a list of ideas for scholarly output.

Go! – Scholarship



- Collaborate, collaborate, collaborate (*esp. with public service folks*).
- Prioritize conferences that solicit papers.
- Posters get paper invites.
- Write every day (*or at least think about it*).*
- Always pursue the best (*inter/national*) outlet and peer review first.
- Partner with experienced writers and offer to do the dirty work.
- Emphasize public service / scholarly communications impact.

* Silvia, P. J. (2018). *How to Write a Lot: A Practical Guide to Productive Academic Writing*. American Psychological Association

Go! – Service



- Identify what counts as service.
- It's a marathon, not a sprint - don't volunteer for everything.
- Ask questions!
- Invite yourself if you think you have a contribution.
- Look for opportunities within your larger institution.
- Keep track of your committee terms, plan long-term.
- It's all about balance!

Go! – Service



- Minimize department, college, and university service early on.
- Resist low-impact service (*but be prepared to explain why*).
- Look for service opportunities that support scholarship.
- Find and fill out volunteer forms.
- Volunteer for *substantive* tasks
(*e.g., serving as a reviewer, not planning the mixer*).
- Look for neglected committees and SIGs.
- Focus on *alignment*, not popularity.

Don't Bonk – Avoid Hitting a Wall



- Revisit motives and expectations – Your's and the institution's.
- Run with a team – Partner with internal and external colleagues.
- Practice saying 'No.'
- Practice bragging (*e.g., using active voice*).
- Think holistically.
- Demand answers; expect many responses.
- Don't rely on any one colleague's advice.
- Build to the finish – Seek opportunity first, recognition after.
- Know when to fold – Don't compromise your career for a job!

Thank You!



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References:

- Silvia, P. J. (2018). *How to Write a Lot: A Practical Guide to Productive Academic Writing*. American Psychological Association.