

# *Department Heads' Expectations for Faculty*

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# *You may ask yourself, “Well, how did I get here?”*

## Learn the Culture

Colloquium attendance?  
Service distribution?  
Informal gatherings?  
Publication venues?  
Grad mentoring?



## Learn the People

Strong factions?  
Who is reliable?  
Who has had a career you  
admire?  
Who keeps confidences?  
Who is knowledgeable?



## Learn the Rules

What counts towards your  
teaching load?  
What classes get TAs?  
How is travel funding  
distributed?  
Who votes on what and  
how?



# *Clear Communication with Department Head*

## Institutional Librarian

Purdue is a vast ecosystem of resources and barriers, opportunities and dangers. Heads generally have the lay of the land.



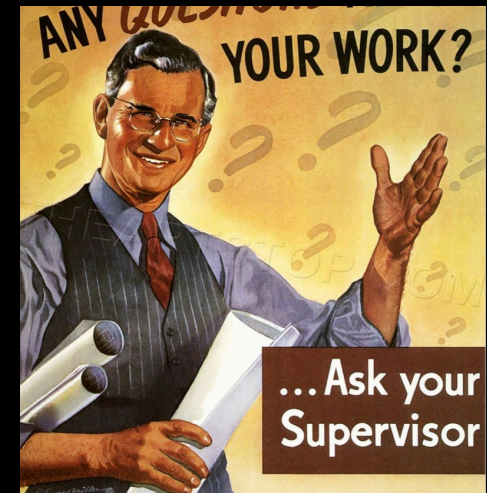
## Voice of the Primary Committee

The head is your best source of information on departmental expectations and judgments relating to promotion and tenure. Take advice and tell your story.



## Workplace Supervisor

Everything relating to the employment relationship is managed by the head, from workload to leaves to supervisory relationships.



# How to Join a Department

## Be the Kind of Colleague You Want to Have

Be particularly supportive of your fellow junior faculty and graduate students.

New faculty change department cultures over time.

Get a life!



## Contribute to Department Missions

Be a reliable teacher.

Show research progress every year along a clearly-defined trajectory.

Help when needed with service but be careful with time and talk to head.



## Get Tenure

This is job #1 and you got hired because your department thinks you are in principle good enough to tenure. Prove them right.

Slow and steady wins the race.



# *Thank You*

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