

**DEVELOPING A COMPETITIVE  
RESEARCH PROGRAM AND  
SECURING TENURE AS A  
NEW FACULTY HIRE**

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# Examples of Key Elements



Courage

Confidence

Compatibility

Consistency

Collaboration

Colleagues

Commitment

# Courage

The ability to confront fear, pain, risk, uncertainty, or intimidation.

Components:

Bravery

Will

Fortitude

Physical Courage: the ability to confront physical pain, hardship, or threat of death.

Moral Courage: the ability to maintain composure when faced with opposition or discouragement.



# Confidence

A state of being certain either that a hypothesis or prediction is correct or that a chosen course of action is the best or most effective.

Avoid **Arrogance** &/or **Overconfidence**

A hypothesis or prediction can only be judged after the aim has been achieved or not.

Accept the myriad consequences



# Compatibility

Orderly, efficient integration and operation with other elements in a system with little modification or conversion.

Interpersonal Compatibility: refers to the ease and comfort of communication between two or more individuals.



# Consistency

The ability to be asserted together without contradiction.

Harmony of conduct or practice with profession.



# Collaboration

A recursive process where two or more people or organizations work together in an intersection of common goals.

## Advantages:

Share knowledge, learning and building consensus.

Obtain greater resources, recognition, and reward when facing competition for finite resources.



# Colleagues

Those explicitly united in a common purpose and respecting each other's abilities to work toward that purpose.

Connotation of respect for one another's commitment to the common purpose and ability to work toward it.





# Commitment

Duty or pledge to something or someone.

Personal Commitment: dominated by obligations.  
mutual, self-imposed, or explicitly stated

Brand Commitment: refers to the strength of the relationship between consumers and a particular service.



# Conclusion

**Developing a competitive research program and securing tenure can be a daunting task for a new faculty hire. There is no special formula that suits all; however, the task may be less daunting if one considers several principles that are common among those who have trudged down the path leading to success. Practicing some or all of the seven “C” may help a new faculty hire develop and maintain a competitive research program and attain tenure.**



**Thank You**

