

Female Speaker 1: Turn it on

Audience: (laughter)

Female Speaker 1: She was a biologist. She said I'm not looking at anything that is not published in a referee international journal

Oh, so this is the first time I've heard it. So uhm I made my case, I left, and I sat in the office for several hours and finally the phone call came from the dean saying well we're gonna give you tenure. Then I started to cry, didn't cry before that. And he said I'll tell you what we did, we took your CV, we divided it in half, on one side with everything that you had written that wasn't in an international referee journal and we didn't include it and the other side we put everything that was in an international referee journal and made the note that there would be more on that side if you hadn't done all this community writing and then we decided to give you tenure.

So that's my story. My first advice that I would give to my young self would be figure out your audience, figure out what you have to do. If you don't get that PhD, first of all if you don't get past tenure, that's it. So that's my first point, know your audience, know what you have to do, and if it means being less active in the early years so be it. Or if it means doing twice as much work as you do your activist work as well as whatever the requirements for the University then do both so that means you don't sleep. As far as writing itself, I have to preface by saying being an activist is very important to me and by an activist I mean being on the streets, going to demonstrations, working with at the moment I'm working with tenant groups to improve conditions in housing in downtown Vancouver. I will say that being an activist takes away from the amount of writing, so I have always had to write more.

And how do you do that? Well let me get to some really much more practical things. Having a plan, we're gonna talk about plans later so I won't say anything about plans and sticking to it. Scheduling, scheduling is so important, and these are just really basic things without getting into any content. Showing up to the office this morning and stayed there till night. I can't think of anything that has been more important for me to be productive than doing that work. It never worked for me to work at home I know some people say it does, but I don't think its as productive so that's my opinion.

Turning on the computer every morning and bringing up whatever it is I'm writing at that moment and leaving it up there on my computer all day even if I have to change screens to do something else, whatever it is I'm writing is never off my screen even if it means I only got twenty minutes between now and the next meeting I can write two paragraphs.

Setting a goal of a minimum of eight pages of finished writing every day no matter what day it is, no matter what the weather is, no matter what else if going on that eight pages gets written. So those are the practical things getting enough sleep and getting food and you know a lot of it is just being able to manage the day. But my time is probably just about up so just a couple of things about strategy is first, know your audience I already made that point the second is collaborators you don't get to work with a collaborator except for your advisor as a PhD student and establishing collaborators and mentors that's part of what this event is about. As an untenured faculty member, it's a little bit chancy. So, chose your mentors, chose your collaborators early on and make sure, and this I think is the most important thing is make sure you have passion and that you can share that passion with a collaborator.

I think nothing is more important than being able to work together, you can sit at a keyboard together. I have had some collaborators where we can't even identify who wrote the sentence. Other where it's different I write a draft and he or she comments on it and sends it back or vice versa. And it all works out but we are working in different spaces because often collaborators are international. But that collaboration to me is probably the greatest gift that an academic can have. Which isn't to say you know that there have been hours by yourself you know all that is going on in your brain. The other thing is also figure out where your brain works best. Where- I always get ideas in the shower so that keeps me showering every single day.

Audience: (laughter)

Female Speaker 1: We'll stop there because I think it's ten minutes.

Female voice: Thank you.

Audience: (applause)

Male Speaker 1: Very honored to be here and very honored to be amongst these two scholars here. We all could talk about professional development circles about imposter syndrome. Raise your hand if you ever went through imposter syndrome. Everyone one of us, even you Tom Barrowol you're a giant amongst a (cannot hear him). You're an imposter too my friend. But no, we all are. We all feel that way and it's these events that I'm called on by good friends here to comment and I feel my god what in the world am I doing standing in front of. But the good news is that I can't see you. One I got terrible eyes it's very dark in here so that's probably gonna save me. I was asked specifically to talk a little bit about , and I think Audrey you've done a great job leading up to this , talking about the role of activism publicly engaged scholarship and those types of things and how do we do that and continue to hit the publication benchmarks that seem not to be preferred, but are essential to staying alive within the academy. And I will encourage – and I'm very happy to hear that so many of you have an interest in that based on the surveys that were done. And I will encourage everyone here to see themselves as a public intellectual.

The last couple years working with Josh Henuick have been really trying to pull that term out of its snobby connotations. And really thinking about really the fact that almost any scholar working at any level can be engaged in some form or faction publicly, and even what seems to be modest strides can really pay off in very significant ways. And the idea being that it's not a one-way relationship we can learn a great deal from the communities and the polar groups that we interact with. Willie is in the audience, Willie Wright, and in fact he wrote a superb piece professional geographer arguing that very point about that community groups that they are their own public intellectual forces on their own that we need to pay attention to, so I really appreciate that.

I will say that doing that kind of research, and I tried my career to do what we call engaged scholarship, I wouldn't necessarily consider myself an activist the way that Audrey has done tremendously in her career, but it's really when you think about it a significant time to do that kind of scholarship. But also, is filled with contradictions. I was thinking about this just the other day, that you know it's absolutely needed in light of recent political events that are appearing through authoritarianism, white nationalism, anti-immigrant attitudes, anti-black violence. Uhm the list goes on, anti-science, the rolling back of civil human rights, our textbooks themselves are alarming indicators, where textbooks in public

schools can no longer seem to talk about climate change, can no longer seem to talk about the history of white supremacy, and we have of course the commander of hate himself, Donald Trump. Who abuses a great deal of uh – copyright me on that one. Who seems to just use the lack of facts of the blacker truth to just gin up anything he thinks reasonable. And we all do this, we need to do this kind of work, but we are doing it also in a very increasingly hostile environment. And so, it comes at great risk to particularly those that are not tenured. And I recognize that very much and at the same time universities are under growing pressure to be more responsive and they're also being asked to make interventions and debates. But at the same time there is this huge amount of public distrust of universities. We're all a bunch of liberals, we clamp down on the freedom of speech. We you know, we don't walk the walk-in terms of diversity and inclusion, so we've been attacked on both sides of the political spectrum and rightly so.

If you think about for example the universities that at least in their mission statements they claim to be devoted to engaged scholarship but then when you look at their ten year promotion documents you see very clearly and the chronicle of higher education just put something up the other day about this, that their ten year promotion documents don't reflect that same value system. And so, you know this is where we are at with this, in the sense of the things that really matter to us, and should matter to us, socially and politically, and morally. Are not the same things that our own academic cultures value to the same degree. But we still have to survive, we still have to succeed. And we have to succeed in order to make those points so we're in a real – as my grandfather who barely had a second-grade education but I think was the smartest man I ever met, use to say we're caught between you always heard a rock in a hard place he would say a dog and a tree. Caught between a dog and a tree one this one. And I'm gonna use some sort of folksy things throughout the day, it helps if you just sort of play along like you enjoy them.

And so, as I think about some strategies to create and maintain and advance you know this engaged even activist agenda, you know while we are also trying to survive professionally, within a system that does not necessarily value that or at least is not willing to put its money where its mouth is, uhm it gets me thinking about okay what are the strategies we can use to mitigate and try to protect ourselves and protect you in particular.

And so, I'm going to try to lay out a couple things that – and I thought that question you lead up with before they clamp down on you was – since I heard that I thought I could really get into that. Uh I got excited in fact for a second then boom.

Audience: (Laughter)

Female voice: (Cannot hear her)

Male Speaker 1: So, I'm actually gonna try to answer a little bit of that question which I think is a good one, I think one of the first things is dialogue and I know people make a lot out of dialogue at least to solve problems when it necessarily cannot. but as a former department head I'll tell you I encourage people to develop an ongoing dialogue as futile as you sometimes think it is, between yourself as an early career faculty member and scholar and your department head chair, your senior colleagues, and having that dialogue rather than just a monologue. So many times, as a department head I found my colleagues as fellow department heads basically doing a monologue. They told the early career faculty member exactly what was gonna happen, what needed to happen, and to some degree it does, but

there needs to be a sharing of what your goals and your expectations, granted you can't revise the system to fit exactly what you need and want. I'm not suggesting that. But having a dialogue can be very helpful in terms of trying to think to prepare your colleagues, prepare your department head and chair for exactly what's important to you and what your goals are. And what you can be trying to do while still honoring those benchmarks that they want to see happen.

I can tell you that it's not always going to be pleasant. My very first it was more of a temporary teaching job at Georgia Southern University, which no longer recognizes me I can no longer get them to give me the time of day. Even though I actually got a degree there, pass it on. I remember visiting the dean of the college where I was working at the time as a temporary faculty member, cause we all had to meet the dean, I sort of wanted to know the faculty that work for me, was his word. And I remember telling him some of my goals which was very sort of nascent, early developing. And he said that's not gonna work here. He said there are three ways this is gonna work, and this is what he said. he says, and sort of cliché, but he added, something my way, the highway or you can go to hell. And I said well I don't know why the third option is that I'm having- you know damnation. Why is it that I am condemned to be failed to the rest of my soul or whatever? But he was adamant that there was not going to be a dialogue.

And so, in some cases that dialogue is not going to happen. I do think that creating and starting with a dialogue and actually in some ways I think its about educating your colleagues. And I'll show some dirty laundry in the open here. At University of Tennessee our faculty have really just started to come waking up to the idea that they got to be more responsive and have a dialogue with your faculty. And (Cannot hear him) is in the audience, who is one of our faculty members, I wanted to sort of give her a real shout out because she's been able to engage in some dialogues with our senior faculty that I think is having an impact she might not know that its having an impact on how they see scholarship and activism and key social critical questions.

I also think that just to piggy back on what Audrey's already said, is that you really need to think about strategic collaborations I think she's really already stated that really well. I think that in some ways you really want to be really picky about who you collaborate with and making sure that you pick people that can help keep you on deadlines who can actually help you be empowered.

16:00:00

And making sure really that you don't feel like you're wasting your time. I know in my own case when I became department head I lost a huge amount of time that I would normally devote to my scholarship and I found myself actually needing to team up in ways and I now I've realized that even though I did sort of (cannot hear him) necessity, its made me a much better scholar. But again, people are not always use to collaborations in certain parts of the academy.

Right now, I got a book contract with UGA Press that has six authors. And UGA Press says we don't have enough lines on the contract. And I said well you need to insert some, but in fact we got to have that many coauthors because we're trying to report the results of a very community based engaged project. Where we are all trying to be equal voices on the matter, we all have certain things to say. I also think it's pretty important to be savvy about your writing strategy again what Audrey has said and really paying attention to what and where to publish and thinking about trying to mix that up in some ways that it is about hitting certain key outlets certain recognized journals but it's also about really being savvy to finding outlets or finding places that really can serve and work to your strength. I'm a big

advocate of special issues of journals. I've taken great advantage of special issues of journals, I've even developed special issues of journals to give my own work and to give the work of colleagues like me some visibility that otherwise wouldn't be there.

I know that's not practical for everybody. But I want you to realize that you're not completely you know a victim in this you can actually create them. You can create your own environment in order to have some of your work out there. I also think that I would want to encourage you to think about translating your work in to different sort of products. Based on your experiences so if you can engage scholarship or any kind of scholarship think about how that work can be split into different moments for different audiences or readers. There may be a pedagogical or teaching aspect to what you're saying that can be translated to that type of journal. That could be a more practical sort of on the asphalt and ideology hit together you know geography some practice piece you could develop.

So, it doesn't have to be just one type of piece each and every time. And you can benefit from trying to spread it out and breaking it up like that. I also the final thing I'll say is I want you to make sure your work really counts in the sense that it's not just read by scholars. I think I would really want to encourage you to make sure your work counts in big significant ways.

I made an argument as UGA Pres one of my columns one of the things you realize, I'm sure its not the case with you Audrey cause I heard so many good things about your column but when you have the internet and you realize that give you statistics on how many times your column is read and you realize that no one's reading your columns. But never the less I wrote a column that made the argument that we need to broaden the footprint of our research and that means not just having it read by scholars but by larger arrays of public groups. We need to develop the arch of the pitch. We need to be able to tell – and I'm glad to see that we got this elevator sort of speech that we got into the program. Of being able to express very clearly in a compelling way exactly why our work matters and who it can matter for.

And really thinking about what are some ways we can make sure our work isn't just advertised but it can actually be put in the hands of people perhaps that can use it? And I'll end with one story I'm not trying to brag, but it was one of the proudest moments of my career honestly. I published my very first piece on naming the street after Dr. King which is one of the things I do a lot of or use to. And I remember I published that piece where at east Carolina university is where Bekah and I started off together although she is much more talented than I am. And so, I sent that article to a handful of national media outlets. And I was so stupid I didn't know what I was doing. I sent it and I had NPR give me nibble. They had me on the phone for four hours, a producer was on the phone with me for four hours just grilling me and drilling me all over the place about what I was saying. And they put me on the air, and that was great. But here's what was the best part, not that part.

From that broadcast I was- at least seven different communities reach out to me that wanted me to assist in some way with their street naming debate and struggle. Not being expert but just providing some context. And I learned a great deal from those case studies. And I learned a great deal from being involved. More than just writing an article. So just you know there are ways you can have your publications really count. So, thank you very much.

Audience: (Applause)

Female Speaker 2: (Cannot hear her) ... For ten minutes. I too want to thank Sarah and Rebekah for inviting me to join this workshop. Especially they accommodate my schedule because I'm flying to Australia tomorrow for two more conferences and thanks for our moderator and thanks everyone for coming. So, in my case I feel honored to be here and I'm also very humbled and intimidated by two AG past presidents. I'll say first what I want to say so if I don't have time to say we'll find other time. So I would have five points, the first one is what not to do, second is try to do. And third one is collaborations and fourth one is grant fellowship application with publication. And last but not least, for minority, people of color, as well as immigrants.

Most of the people in this room belong to the first group. Also, one of the advantages of being the last one, some of the stuff has already been spoken by our two previous panelists. And then when you speak from your own experience that is also, a bad sign of how old you really are. Because you can say this and that. So, first not to do's. I would say I am the (cannot hear her) because I am twenty-one years in American academy and I still do this. Not to do is don't turn on your computer in the mornings don't spend two hours reading email's. A lot of time I still do that and I'm also a bad example, don't constantly reply your emails. Some of you in this room already solved my bad habit. So I would say those two things, don't do. Do one obvious suggestion to make sure you have a writing goal. I'm definitely still not a good example I don't consider myself a good example to be a good writer or be able to write a full paragraph of filled each day because I still do the thing. That I feel that I do the miscellaneous stuff really fast I hope - so okay I'll reserve one day I won't go to office. I'll reserve that day writing. And turns out you still answer emails you still do other things.

So one is a big count of time for me to write a lot of times. So that is something I'll say not to do based on my bad example. Try to do's like Audrey said, find are you early birds or are you a night one. So try to use your most productive time to enter writing, like when you have the most- your brain works the best. I used to be an early bird then I switch back and forth and now I'm back to early bird again. The other thing is similar to Audrey said, find a moment where ideas come to you.

So Audrey is the shower, for me it's swimming. So my daily swimming I will have a little pen and a piece of paper when I swim back when I thought about something I came out the pool and write it down then go back to swim. I think find your own moment that will be helpful too, when you're most creative, when you have the greatest idea. When I use to do commentative work it was like when I stop or something. Then I thought I would go back but then half sleep and half awake all of a sudden I found a solution. I would come up and (Cannot hear her), stuff like that.

I think each of us know ourselves the best. So find that moment that you can be most productive. And in terms of collaborations, those- Audrey already said about collaborations so I'll just add a couple more points. Because I have been doing collaborations from when I got my degree so I would say there are pro's and con's for sure. Pro's you learn from your collaborator. You can be hired after. In some cases you become like life-long friends. Also collaborating with a good writer really help you as well. In my case collaborating with Audrey and Scott really helped - those are really good writers you know. They really helped me to be more productive to learn even if I still feel I can never be like the two of them. But learning from them, really really good practice. But the cons it can be very time consuming. It takes a lot of investments, sometimes emotional investment to do these collaborations.

So, I would say like both of these you strategically consider who you are going to collaborate with. But I have, from my personal experience, one other thing I actually set up myself to do. I strategically selected

some people who could be my collaborators. I strategically not collaborate with some people. Because if you collaborate with these people they can never write your letter. So, if you consider some of the people in this room – but in my case it didn't really work out because the ASU president changed the policy. There are a few people I reserved for my ten-year promotion letter writer and eventually they were (Cannot hear her) because the policy change.

So, watching what's your policy, your unit and your college and your university, very important. So, my fourth point in terms of grant and fellowship I personally benefit a great deal about it while I was an assistant professor I was able to get a writing residency or research scholarship from my university, back then it was university of Connecticut. So, I was studying one semester off for doing my field work on top of writing. And also, thanks to Tom, the TSS officer panelist. I got my first NSF grant the second year into my career. So that was then called power for women to have disruption in career, also now called advance. So I was able to take another semester off going to my field to do field work. So both those cases help me work in field. But I would say Joe would say it more in terms of watching your bylaws in your unit in terms of what are expected of you. If you're particular department does require or doesn't strongly require you to get a grant. Then strategically think about when is the best time to apply? because NSF grant in particular take a lot of time and in a lot of cases the department and college will now direct.

Let me go back to one other point about collaboration. Often, again go back and look at the department bylaws often if you collaborate with your students those are counted as your mentoring. So that's often- I actually had quite a number of collaboration with my former students. Two of them are here, (Cannot hear her). So these are often valued but in terms of grant and publication I think we always need to balance our passion. And what are passionate. (30:00)

A lot of department now calculate your age in that and then when you publish a lot but on quote on quote, the marginal side of the mainstream of geography, or any other field some of you are not a geographer some are sociologist. So, make sure that your department value these kind of work. For instance in my case, Katrina work was one of my staff projects. But ended up now, I probably thought equal citation if your department values citation. I probably got equal citation for my Katrina work vs. my (Cannot hear her) work. Katrina work was environmentally related migration and all that. Now more and more important. So these kind of issue I definitely say based on my own good and bad experience try to balance what you are really passionate about, what you really want to do. Versus if you feel you need to do certain things in order to get a grant, or in order to get a fellowship. Or in order to publish in a quote on quote good top tier journal and all that. So, I feel that's really really important.

And that's related, like Derick said have a good dialogue with your department chair or whatever your unit, the top of your head of whatever. Because those cases you often need to negotiate with the department or unit can I apply for this, but if I apply for this and got it what's my starting can I do something to compensate the department. Make sure the department don't feel they have to lose you for a semester. So, this way its mutually beneficial for the department and yourself. Especially then you will have more concentrated time to do your field work. In my case two of my junior fellowships and grant for start new project so I went outside to my university to do field work which was greatly beneficial to me.

So last and not least for people of color. And immigrant group. I know for sure, I'm not going to name the name. one of the senior faculty in this room was gave advice to a junior female minority faculty

member by saying you need to publish 20-40 more than your peer in order to get tenure. And one of the university administrators told me saying he used, he got his PhD degree from Canada university, when his advisor told him as an immigrant you need to work five times as hard as native born population. That is just reality. I can contest, that's very true. Cause it clearly reflects some of the structure in college and academia in general, or geography in particular. So, I would definitely say how to address this issue again with your unit level and your college and possibly university level. In terms of coping strategy how did I cope the last 21 years? First, I was sort of like the middle ground. I want to be strongly active for anti-racism but like Audrey said in some of the paces, my early career has been more or less reserved in term of the department even among colleague I feel I could trust but I was pretty careful in terms of not alienating people like could control my fate.

And later on, I start after ten years, especially after I become professor I became more outspoken in terms of how I felt. But on the other hand, I concur with both derrick and Audrey said, one is to point you felt you have to do so. Why not start now? For instance, in my case for a long time I feel like in order to survive, not even talking about strive. My mentor to myself was I'll play their game. But I'll play better than the others. But then increasingly I felt, why dot we consider something different than the strategy both of them have been activated. I will sa one thing, I serve as AGA committee chair this year during our deliberation of people talk about instead of like the quote on quote the regular lifelong achievement and all that, some of the committee members argue we should honor people for scholarship has been transformed.

So I think that is a key point, I can't say much but I can give you a little dirty secret. More likely when AGA announced this years honoree's, people in this room will be (Cannot hear)

Female audience: that's a clean secret.

Female Speaker 2: Yeah but I'm not going to say anything else. Basically, these are the things how are we consider ourselves, our scholarship can be transformative instead of informative. Thank you.

Audience: (Applause)

Female speaker: Can you hear me okay? Yeah you can hear me without it, my voice carries. I want to say thank you again so much to our panelist today. At this point I want to open this point up to some Q&A. I know we've gotten a lot of rich feedback from them and Id like to ask you to stand to present any questions to our three panelist. Would anyone like to begin? Okay.

Male Audience: (Cannot hear) This will be my second year. Can you guys hear me? So my question is about collaboration, the institution I was at use to have this weird thing of saying you need to quantify how much you contribute to your paper. (Cannot hear) So kind of want to get some feedback from you, in terms of strategic how important is it to be first author, second author. Is that important?

Male Speaker: At the University of Tennessee, it certainly is important. And so they do certainly put a premium of first authorship. But we also I wouldn't say we have a quantitative method of breaking down how things count. But we also at the same time recognize non first authorship being second third author as still having value. And we make sure that value is recognized. And in fact when I firs got to Tennessee as department head I found it very interesting that my colleagues in the physical natural sciences and physical geography really had a very effective model where it was very hard to match those people to the per year publications because they had so many not just first authorship, second,

third, fourth in some cases seventeenth authorship. And we realize well that can apply to people in the human geography realm. And so, we made sure that we certainly applied that same standard to valuing that co-authorship in the same way to human geography rather than just only applying it to only one sub discipline. We do ask candidates when they go up to obtain a promotion to give us background on what they contributed to a particular piece. We don't necessarily use that to nit-pick, but we are interested in knowing how that breaks down.

Female Speaker 2: When I was a junior I made sure I have at least 50% of my solo work. Or at least first author work compared to others. But when you are collaborating there are a lot of different dynamics going on right? I recently had experience with 5 coauthors of a piece. Five coauthors, from three different countries. And I was supposed to be the first author. So, we ended up negotiating back and forth. That was actually happened the first-time people strongly feel one way or another. So, we ended up including where to place our student coauthor in this particular. So, we considered that. I think that's probably like Derick said, how your department values first author work, second author work.

Male Speaker: And I think if you're in a situation where there has been absolute equal authorship. And you decided to pursue the order of author along with certain logic this is where dialogue and information sharing is essential. You cannot assume that your senior colleagues and your chair automatically know that. You want to make that very clear.

Female Speaker 2: Yeah, are you clearly – if you wanted to do alphabetical order you put it down that this is alphabetic order but he knows two co-authorship when you do that.

Female Speaker 1: I'll be brief. I find this topic repulsive. So my first inclination is to just say no. However, I think that my collaboration is too important to quantify. It really is. But there are certain things you can do. Alphabetical listing if possible. And if someone ask me I'd say we shared. I would just say if there were five, I would say one fifth. If there were two I did one half. One of the things I have never done, is to insist that my students put my name on everything they publish. Even if obviously I would of done a great deal of work and come up with ideas. I just don't do that. Because I don't want them to have their work diminished by being coauthor. And I know that there are idol people who have issues over that concern. I have supervisors that have insisted. And I have had fortunately one experience where collaborators thought antagonistic about who had done what and I just withdrew my name. So as I said I'm being the heretic here. Because I think we have to say no. But just to qualify I recognize its very hard to do when you're in a ten year faculty and you have to be strategic.

Female Audience: So, I'm Amy Rondry. I guess I'm a mentor. I'm an associate dean of research at (Cannot hear her) The first place was really picky about the co-authorship stuff. I'm coming at it from a communications perspective, sorry guys. They are really big on single author. They were really suspicious around so if you did this with someone else what did you really do? Nine times out of ten they just put there names on it or just gave it to them because usually my name is on it, I wrote it. But also there is seniority, so you're right there are issues about seniority that take place.

So I feel your pain but I have to say my first publication ever out of grad school was with a lady at UT she was big in the field and she took one of my seminar papers from a rhetoric science course that I took and it became a landmark publication in our field. So, I feel like there is importance in including – and I was not first author obviously she just found value in something I did and incorporated it in. So there is great value in doing that, even if I'm only second author. I know that – I feel like these are conversations

you need to have with specifically your chair. And your mentor. They may or may not be forthcoming but what I like to do is look at and remember this is not rocket science, you look at the things other people who are tenured have done and that serves as ground to what you do. Do you agree? That if your – the people that are on your PC committee, the people who have tenure will be making decisions about the tenure track, they have co-author, and some are fifty percent. Fifty percent of them are first author fifty percent are not. Generally speaking that's your goal.

I would just say in some cases even if I'm not the main author there is a lot of value and like I said in many cases when I was a second or third author, I wrote that thing. I wrote it. Because I was on the tenure track I was okay with deferring. And I know that it gets sticky and weird but that's also where you need to pick your circle. Pick people who you trust, and you know its who you feel comfortable I would say that was something that a lot of my fellow PhD candidates did not do that I did. I was not about trying to make a name, although I did I had great people stacked on my PhD dissertation thing. But I picked people not because they were names in the field I picked people who I respected to work with in class and that I respect as well. So, make sure you use your common sense alongside of making decision strategically.

Female Voice: Are there any other questions? Its your exercise. Thank you.

Female Audience: Some of you guys probably know me. I'm an assistant professor from (cannot hear her). I have two questions for the panelist. First of all, thank you very much for the panel and presentation. My two questions, one is more specific. I will be teaching next semester and I am wondering if any of the panelist have any suggestions what the junior faculty is supposed to make the best use of the semester. The second question is I think most of our tenure track and faculty would answer this question of making a very healthy publication pipeline. So my question is if you guys can share any experience on how you can make a healthy publication pipeline? Thank you.

Male Speaker: I'll just begin because I think my colleagues can explain much better than me. But I actually as much as I love research leagues. I hate research leagues. Because me personally I don't know if it's the recovering southern badness of me, I almost need the devil on my back to keep going and being productive and so when I have a league I should absolutely just have high oxygen environment breathe and grow and produce and I end up getting nothing done. And I just don't want you to do that. And as a result, I sometimes don't pursue these leagues because I don't trust myself to be able to pull that off.

Female Speaker 1: Yeah that's -first of all you have to know yourself as a worker. Do you work best under pressure or do you work best when you go away to some place with no disturbances and everything's quiet? And 'm like Derick one of the first. So, my first is hit the ground running. Don't say I have three months so I'll spend the first month recouping and relaxing. And that does the work. Second is don't read too much. That's what I did on my first sabbatical. I got time to read so I read and read and I read and read, and the months went by and I was still reading and really thinking about everything I was reading. Which was absolutely wonderful but you know I wasn't getting any writing done.

The third is have balance between writing up stuff that's been waiting because you've been busy. So one thought is okay if your leave is three months ahead make sure – try to get your writing done before you start your leave instead of saying okay my leave is coming that's when I'll do my writing because writing is now is always now always now always now. And the fourth is making sure to take the time to get a

new project started. A new project is gonna take time it's gonna take getting together with collaborators maybe travel, etc. But the idea of a leave as something to be quiet and inspiring and peaceful and – it's a lovely idea and maybe some people can do it. And sometimes people need it but not usually on their first one but it's hit the ground running.

Female Speaker 2: Most has already been said. Just add one more thing. Focus on your writing and your field work. If you have no field work or projects start on, but I will also add emphasize this is the time you are free to travel. So, tap into any opportunity you may either seek opportunity yourself or accept opportunities to explore to potentially find new ground for your new work to possibly identify new collaborators. So, I think that is good. but in my case when I was in Audrey's department I got invitation to go to New Zealand the first time. So, I really felt it was a great opportunity then I was invited back three months after. So, I was able to use that time to explore a new country. And the man was my collaborator whom I never met before and the collaboration continued to today. So that was eleven years ago.

Female Voice: Thank you. I thought I saw some more hands?

Female Audience: My name (cannot hear) I'm an assistant professor at California State University, my actual title is in history and digital communities and new media. So that means some of my stuff is not going to be publications. But maybe an nth edition or an online survey, digital projects of some sort. The question I have is of course I'm trying to figure that out with my DPC because the only thing they had in there for digital was CVRoms. So we're working on that part. The other thing I wanted to tap your expertise for with the activist or transformative scholarship part of that is right now I'm in a situation where the community I've been working in and researching on it can't wait for the academic publication cycle.

They need material out there that validates what they have been doing that kind of broadens the scope of the problem space they are dealing with. So, I've kind of been getting for the last few years do you have something, do you have something? And I've been kind of tight with it cause I just want to make sure that I'm on track in my career and the university to make tenure. So, I'm trying to figure out what strategies can I use to put maybe something out or I guess that's the question should I even try to put something out that's not necessarily on that kind of you know, that might not be the same as the peer review. Or I guess – I'm trying to figure out what is the best way to put something out so that I'm able to continue collaborating with them effectively and putting out the scholarship in that way being a public intellectual but also maintaining my goals in terms of tenure.

Male Speaker: I have to say I sort of faced the same issue many years ago. Where some of my – and at first sort of you might think how in the world can this be sort of really socially critical, but I was doing work on the struggles over public space within marginalized communities and even the very struggle of how does one name a street to honor historical figures that were important to them? And I ran into eh same thing were people were saying you know these articles aren't very accessible .one they are behind pay walls which I rectified that and got in trouble with copyright. And then also was that you know they were fifteen, sixteen, seventeen pages long and honestly, they were boring. You know because you had to make them boring to get through the gates.

And so actually what I did was a group of students and I developed and sounded hokey at first but a brochure. We took all that research and dispelled it down to a beautiful you know back then they didn't

have the notion of digital demands but a really beautiful brochure that I think convinced a lot of organizations to contribute money towards reproducing by the tens of thousands and we were able to distribute that out. Now that doesn't count as a publication on my CD but I was very strenuous in making the argument – at that point my department head at East Carolina and other people that that wasn't just service. That was a key strategic publication. Now I don't know to what extent it carried today. Or if it carried today, but it was about recognizing that there had to be alternative research products put out for specific audiences that were in need of them. And you know I would encourage you to consider that while still trying to balance obviously this really crazy system of trying to stay alive. You can't simply invest in that kind of work alone.

Female Speaker 1: This is something I feel very strongly about as my first little story told because I've always done community publications and not just on paper like you I've always done museum installations. I'm currently working on protest music and the results of that are not going to be all visual, digital, etc.

My first point is I believe that I owe it to the communities with whom I work. Sometimes involving hundreds of people who are collaborating, for example an art project. And I owe it to them to give them something that is useful to them. And that the university may not quite appreciate it as much, but Derrick was right you have to get the message out to the community and say hey, look what I did. There's likely to be media attention and I don't mean hey, look what I did in a bragging sense I mean look at this product that involves all these people in the community pouring their hearts and souls into it.

But another thing is that that work is passionate. And it's passionate for me, it's passionate for the people that work on it, that makes it come out more effectively. So, I won't start telling you about the content of, but there is nothing more thrilling than actually working with community people to produce something. And yeah at the end you have to get those out there to make publications, but I think I believe firmly that the academic isn't just something you put on at the end to make sure you get your tenure. It actually benefits from the richness of working with community. In the kind of work that some of this in this room do. Anyway, you know I write a lot of theoretical stuff, that theory would be dry and useless were it not for the input of people from communities.

Female Speaker 2: Yeah, I just quickly occult what has been said, go back to (Cannot hear her) broader impact, your type of work really have broader impact beyond academy so make sure you communicate with your administrator unit or college level to have them value your work. And then in your ten-year promotion letter write it out clearly how your type of nonacademic publication per se really make you become well-rounded scholars to have broader impact.

Female Voice: I'm gonna have to actually interject here, I know it's horrible I'm tasked with doing the nastiest job. It's a question of time, this has been so incredible enriching I know. I invite you to continue conversations throughout the day even if you're micro-conversations, but we are going to have to prepare to now transition. So, please hold that thought, don't lose it. (Cannot hear her)

We're about to transition now. As you all have in your packets, the schedule. So, we did have a little bit of time, we pushed it up I think. It's now 10:27 or 10:28 correct? So we have coffee break right now.

Female voice: So we're pushing everything back 15 minutes. That started late.

Female voice: So that's what I said. We just pushed everything up so don't panic. So, we now are doing a coffee break, but I'd like to take a minute to thank our panelist. Thank you so much.

Male Speaker: I'd just like to say one thing and we need to do this a couple times a day, let's please give Sarah and Bekah some love.

Female Audience: We have lots of coffee and snacks in the auditorium, so you can head down there.