

How the P&T process works: What you need to do now to be ready when the time comes

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Agenda

1. The mechanics
2. Getting external letters
3. Demonstrating intellectual independence
4. Demonstrating research contribution
5. Putting together the dossier

1. The mechanics

- You probably will submit:
 - CV
 - Statement of Accomplishments
 - External letter writer names
 - Articles & working papers
- Dossier will be reviewed by a combination of
 - Technical committee
 - Department committee and/or entire department
 - College committee and/or entire College
 - University committee
 - Provost
 - President & Board of Regents



Action!

Find out how the process works at your future school

2. Getting external letters

- Writing a good letter takes a lot of time
- Letter writers are very busy people, and don't get paid to write
- Declines can raise questions



Action!

Get to be known – conferences, school speaker series

3. Demonstrating intellectual independence

- Number of articles with advisor
- Number of co-authors on a paper
- Lead author? If no, equal contribution?

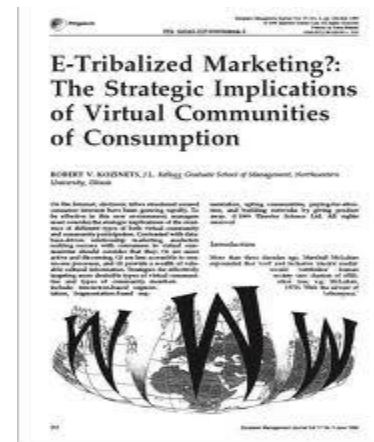


Action!

Find out your school's norms; Manage your "authorship";
Note equal contribution in articles when applicable

4. Demonstrating research contribution

- Whether known in the field for a topic vs. multi-topic?
- Articles in journals of mixed quality – additive or averaging model?
- In marketing vs. non-marketing journals
- Pipeline status – cues of future productivity



Action!

Manage your “research topics,” journal outlets, and pipeline

5. Putting together the dossier

- Your “Statement of Accomplishments” is the “CliffsNotes” for letter writers
- CV and Statement of Accomplishments needs to be easy to process
 - Use bullets, bolds etc. but don’t emphasize everything!
- Cover all “line items” if possible
 - “Talking points”



Action!

Think now about your “Statement”; Format your CV now

Thank you!