

## The Path to Tenure

My own experiences as an under-employed VAP, followed by a somewhat rocky road to tenure, are now decades in the past, and institutions vary greatly one from another, so I know that nothing I say will be valuable in every case. On the other hand, I have served on my Dean's tenure-promotion advisory committee; I've observed the careers of younger colleagues both at my institution and elsewhere; and I've talked with my contemporaries who are making decisions about hiring those younger folks. What I've learned is that even at universities who prize scholarly productivity, involvement in the life of the community—both on campus and within the discipline—plays a significant role in the success and the satisfaction of faculty members. For classics programs at small colleges, as they struggle to demonstrate their value to administrators, “program building” can be the key attribute as they assess applicants. My professional career has turned out to be quite different from the one I imagined leaving graduate school, and it has been rewarding in ways I never foresaw. In this paper I hope to suggest some ideas that will resonate with your situation.