Index

Aarhus University (Sweden) 105
Academia.edu 20, 47, 48, 49, 65, 146
academic careers
   in a competitive environment 1–2
   making an early impact 38–9
   offsetting disruptions 205
see also career development; career success
academic labour 2, 105
academic partners 86, 148–9
Academic Ranking of World Universities (ARWU) 60, 61
academic superheroes, institutional demand for 3
Academic360.com 63
AcademicCareers.com 63
AcademicJobsEU.com 63
AcademicKeys.com 63
Academics Without Borders 167
accommodation exchanges (sabbatical) 183
achievement
demonstrating 87
focus, in job applications 70
rewarding yourself for 102
administrative roles 95–6, 162
administrative support 84
advertisements (job) 61–4
advice
   on career development 4–5
   intensifying need for professional 3
   on publishing 110–11, 122, 123
   on research teams 149
   on retirement 210–12
   on securing funding 138
see also mentors/mentoring
Advice for New Faculty Members 4, 154
adviser-led research 35–6
advisers
   asking high flyers to be 45
   asking for publishing advice 114
   co-publishing with students 144
   finding good 19–22
   helping students overcome isolation 18
   proficiency and reputation 145
   teams 19
   advisory relationships 19, 25, 144–5
   affiliations (institutional) 14
Altmetric 48
application-tracking systems (ATSs) 65
Aspiring Academics 4
Australia 4, 8, 66, 105, 130, 133, 145, 175
Australian Code for the Responsible Conduct of Research 119
Australian Research Council (ARC) 139–40, 142
author order 118
author societies 129–30
autoethnographies 152
autonomy/freedom 6, 99, 194, 195
awards 145–6, 175, 176
AWB/USF (Academics Without Borders/Universitaires sans frontières) 167
Bailey, D.N. 164
Bain, K. 152
Ball, L. 22
barriers, management of 102
Beall, J. 117
behaviour(s) 53, 74, 195–6
Berlatsky, N. 129
blogs/blogging 11, 49, 110, 123, 131, 133
How to be an academic superhero

Bloomsbury 126
Boice, R. 4, 106, 154
book proposals 126–8
book publishers
announcements on markets and
audiences 115
book marketing questions 131
finding the right 125–6
negotiating contracts 129–30
proposal forms 126–7
quality 126
see also publishing
book reviewing 47
Bostic, P. 203–4
Brandon, J. 133
Brown, M. 160–61
Burkeman, O. 92
bush lawyers 54
Cameron, I. 154
Canada 133, 145, 155, 168
Cantwell, R.H. 5
career development
advisers 19, 22
doctorates as foundation for 14
holistic 5
initiatives and volumes supporting
4–5
introspection in 92
jobs and 59
mentoring and 23
plans/planning 5, 38, 91–8
promotion of work 43
service roles 162
career success
advice and guidance 5
broader conceptions of 4, 5
celebrating 198–9
colllegiality and 190
demonstration of achievement and
87
marginalization of diverse
understanding of 2
mentors and 23
as perceived by early-career
academics 6–7
publishing and 110
rhetoric of 4
specialization 35
teaching well as a key to 161
CareerBuilder.com 65
Carlson, S. 41
celebrating 198–9
challenges, dealing with 187–8
Charles Sturt University (Australia)
105
Check, E. 171
children 16, 104–5, 203–8
The Chronicle of Higher Education
63, 83
Clarivate Analytics 114
Clauset, A. 59
clerical support 84
co-authorship 111–12, 118–19, 144
cold calling 64
collaboration
attracting postgraduate students 146
in grant writing 142
jobs and scope for 60
raising your profile through 50
colleagues
associations/relationships with
44–7, 136, 190
introductions to, at job interviews
74
publishing with senior 118–19
reactions to consulting 172–3
relationships with 197
see also peer mentoring; peer
recognition
colllegiality 38, 47, 53, 74, 189–90
commitments 47, 103
community of learners 153–4
community service 9, 160–61, 197
competitive academic environment
1–2, 3, 13, 44
computing facilities 84
code proceedings 50, 117
conferences
connecting with colleagues at 45
job advertisements 63–4
negotiating support for attending 85
Index

organizing and participating in 136–7
raising your profile through 49, 50
speaking at 135, 136
confidence 14–15, 73, 125, 156
Conjunct Consulting 171
consulting 171–4
advantages and disadvantages 173
challenges 172–3
conflicts of interest 173–4
finding work 171–2
contracts (publishing) 118, 129–30
contributing 2, 6, 9, 47, 95–6, 166
copy-editing 131
copyright 48, 126, 130
_The Courage to Teach_ 154
Cournia, Z. 166, 167
cover letters 66–7
creative activity, expectations of 94–5
credentials 20, 30, 57, 62, 112, 148, 176
credibility 51, 77, 125, 142, 151, 203
critical friends 136
critical learning environment 152
critical reflection 155
Crone, W.C. 4–5, 43, 91–2, 148–9, 201, 209
cross-disciplinary comparability 110
cultural norms 53
culture shock 201
CVs
first impressions 30
formatting guidelines 30–31
misrepresentations 30
post-PhD and academic jobs 62
preparing 26–31
provision of, with job applications 68
on recruiter databases 65
setting out effective 27–9
on web pages 49
Davies, E. 209, 210, 212
De Cruz, H. 106
Debowski, S. 4
department chair (role) 163
departmental seminars 51–2
digital doppelgangers 193
The dirty little secret of sabbatical 182–3
disciplines
finding jobs in adjacent 64
hierarchies of publication type 117
looking at scholarly work in other 41
see also HASS (humanities, arts
and social sciences); STEM
(science, technology,
engineering and mathematics)
discrimination, in hiring 59
disruptions 99, 200, 205
dissertations 124
distractions 15, 99, 102, 198
doctoral advisers see advisers
doctorates 13–18
domain names 49
Douglas, A.S. 159
dress code, at job interviews 74
Drew, D.E. 15, 44, 163, 189
Drew’s law on publishing papers 118
DuckDuckGo 48
Duffy, M. 103
Duncan, R. 99, 194
eyearly-career academics (ECAs)
access to mentoring 2
challenge for 3
doctoral experience and confidence 14–15
publishing see publishing
working hours 103–4
see also academic careers
Economic and Social Research
Council (ESRC) 139
editorial boards 168–70
Edward Elgar Publishing 115
efficiencies 104
Ekman, E.M. 203
electronic alerts 40, 193
electronic mail 192
Elsevier 27, 111, 115, 126
Emerson, L. 154
Employee Assistance Programmes (EAPs) 187
employment conditions considerations 83–6
example letter intending to clarify 87
explicit and authenticated assurances 86
negotiating 82–7
EURAXESS – Researchers in Motion 63
expectations, of academics 3, 9, 84, 93–6, 97, 208, 213
experience 15, 25, 67, 155
ExpertGuide 49
expertise 25, 35, 46, 49, 50, 51, 70, 74, 145, 149
exploitation 47, 142, 145, 190, 197
Facebook 48, 65, 123, 132, 191, 192, 193
Faculty Early Career Development Program (CAREER) 175
Faculty and Staff Assistance Programmes (FSAPs) 187
feedback on job interviews 58, 81
on performance reviews 180
Feibelman, P.J. 3, 136
Fellowship of the Higher Education Academy 155
fellowships 62–4, 112, 175, 184
FindAPostDoc.com 63
first impressions 202–3
Fiske, P. 158, 166
Flinders Partners 171
flipped classrooms 155, 202
flow 197–8
focus of work 14, 35–7, 92, 101
forgiveness 196
free labour 105
Free, R. 152–3, 154
Freie Universität Berlin 167
From Dissertation to Book 124
Frost, C. 127–8
funding cost/benefit approach to 140

negotiating 85
for sabbaticals 184
securing 138–43
seeking for students 146
see also grants
Furstenberg, F.F. 5
Gallehr, D.R. 209
Gelles, R.J. 15
Geography Faculty Development Alliance (GFDA) 4
Germano, W. 124
Gertenschlager, B. 125
Getting it Published 124–5
Gladsden, G. 191
Gladwell, M. 73
Global Consultants Network 172
‘global’ publishing houses 126
goals 100
Goldsmith, J.A. 5
goodwill 47
Google Alerts 193
Google Scholar 2, 20, 45, 48
Graduate Certificates in University Teaching 4
Graduate Teaching Assistant courses 4
grant proposals 45, 140
Grant, W. 5
grant writing 138, 139, 142
grants 1, 62, 175
gratitude 196
Gray, P. 15, 44, 163, 189
group mentoring 23
guest lectures 51–2
happiness 4, 194–9
Hardy, I. 156
HASS (humanities, arts and social sciences) 5, 8, 13, 17, 62, 99, 148, 166, 171, 208
headhunters 64, 65
health 4, 103, 194–9
Help readers find your article 111
helping others 197
Henrich, J. 159
hierarchy (institutional) 59
high flyers, asking input from 45
Index

high-quality publishers 125
high-quality publishing 118
high-quality research 39
high-quality teaching 67, 155, 156
high-status/prestigious institutions 2, 13, 14, 59
HigherEdJobs.com 63
Hirsch (h) index 2, 118
Honeywood, P. 17
HotJobs.com 65
hours of work 103–4
human-ness 154

IdeaConnection 172
ideas, checking websites for 114
identity 37, 52, 193, 208, 212
‘impostor’ phenomenon 152
income, retirement planning 210
independent review activities 180
influence 7
Inspiring Academics 152
Institute of Advanced Studies, University of Warwick 175
Institute of Australian Geographers 175
institutional hierarchies 2, 59
institutions
affiliations 14
demand for academic superheroes 3
moving between 201–3
raising your profile within your own 51
see also research agencies;
research-intensive institutions;
universities
intellectual property 113, 172
Interdisciplinary Research Leadership Programme 175
International Committee of Medical Journal Editors (ICMJE) 118
International Professors Project (IPP) 167
international scholarships 145
Internet
job advertisements 63
online markers of productivity 1–2
preserving online reputation 192–3
reading relevant media 41
teaching quality evaluations 2
see also online resources; social media;
web pages; web presence; websites
interpersonal skills 67
interruptions 99–100, 106, 198, 200
invitations (professional/academic) 38
isolation 17–18, 198, 201

Jabour, A. 24
Jenkins, A. 209, 210, 212
job applications 66–71
job interviews 72–80
dealing with rejection 81–2
dealing with successful 82–7
do your homework 72
dress code at 74
feedback on 58, 81
follow-up visits 82
how to act 73–4
meeting graduate students or staff 76–7
overdisclosure 77
questions/questioning 74, 76, 77–8, 79
rehearsal 78
response pathways 79
selection committee interviewing 77–80
talks/presentations 74–6, 135
as a two-way process 72–3
job offers, negotiating 82–7
job satisfaction 7, 176, 189
job offers, negotiating 82–7
job satisfaction 7, 176, 189
jobs
advertisements for 61–4
finding the right 59–65
negative impact on health 103
negotiating conditions 82–7
see also employment conditions
Jobs.ac.uk 63
Johnson, A.M. 5, 148
journal articles
invitations to contribute 38
see also publishing
Journal Citation Reports (JCR) 114
journal-finding software 115
How to be an academic superhero

journals
dedicated to teaching 154–5
dissemination of work by online
113
linking organized
conferences/symposiums to 49
missions 115, 116–17
negotiating subscriptions to 85
reading key 40
reviewers 169
Kahane, D. 151
Kawulich, B.B. 8
key figures, identifying 45
keynote addresses 38
keywords, on web pages 49
laboratory space 85
labour, free 105
Laurance, W.F. 59
leadership 53, 162–5, 170, 175
learned societies 170
lectures 151
Leiden Ranking (CWTS) 60, 61
letters
clarifying negotiated job conditions
86, 87
see also cover letters;
recommendation letters
Lewis, P. 189
life satisfaction 2, 6, 166, 176, 183,
189, 196, 207
LinkedIn 20, 45, 47, 48, 49, 65, 123,
191, 203
listservs 40–41, 48, 64
local cultures, learning about 53, 202
Long, J. 23
mailing lists 45
major life events 203–8
Mallinger, M. 164
management associations
(professional) 164
management job interviews 79
manuscript reviewing 38, 47
markets (publishing) 115, 126, 127–8
Marsden Fund (New Zealand) 140
Martin, B. 194, 195, 197, 198
Mascarelli, A. 171
Mason, M.A. 203
Massey University (New Zealand) 145
Master of Tertiary Education 155
mastery 194–5
Matthew Effect 43
Maven 172
media engagement(s) 51, 123, 132,
135
mental health problems 185
mentors/mentoring 23–5
benefits 24
career anxiety and calls for 1
career development 98
differential access to 2
participant-driven 24–5
problems with 23–4
Merton, R.K. 13, 43, 117
Mewburn, I. 3, 133
mindfulness 196
Mintz, S.B. 182–3
moderation, in work activities 106
Monash University (Australia) 145
Monster.com 65
multi-rater reviews 180
National Centre for Research Methods
(UK) 149
National Science Foundation (NSF)
(USA) 175
National Tertiary Education Union
(Australia) 105
Naturejobs 65
Nehring, D. 2
neoliberalism 2, 4
networks/networking 43–4
advice in major life events 206
at conferences 137
attracting postgraduate students 146
and consulting 171
expanding 134
finding the right job through 62
overcoming isolation 18
relocation and 203
teaching-related 156
volunteering and 166
see also social media
The New Academic4
New To Teaching programmes4
New Zealand 8, 66, 110, 130, 140, 145, 155
newspapers
job advertisements63
reading relevant41
‘next book’ provision129
‘no’, saying47, 106, 107–9

office services84
office space85
online resources
for consulting171, 172
development of speaking skills136
finding the right book publisher126
for identifying key figures45
open–access publishing117, 133
opportunities, awareness of41–2
optimism196
oral business cards47
ORCID146
O’Shaughnessy, L.16
Otis, L.124
Outstanding Research Supervisor of the Year146
Oxford University Press115, 125
Palgrave125, 126
Palmer, P.J.154
partner (research/scholarly)24, 48, 79, 148, 150, 173, 208
partner (spouse)24, 38, 61, 67, 73, 82, 86, 196, 204, 208
part-time employment15–16
part-time study15, 16
participant observation8
Pasteur, L.36
peer mentoring23
peer recognition43, 44, 175–6
perfectionism121–2
performance review179–80
performance-based cultures1, 2
Perkel, J.W.100
personal benefits, negotiating86
personal relationships44, 103, 144–5
Persson, T.65
Peter Principle164
PhD students, average age of, US16
Philipersen, M.203–4
Pink, D.H.194
Pinterest191, 192
Pitt, R.3
plagiarism45, 54
planning
career management5, 38, 91–8
income for retirement210
and keeping informed42
optimizing realistic101
and time management100–102
Planning Institute of Australia172
postdoctoral fellowships62–4
postgraduate certification4, 155
postgraduate students
access to mentoring2
attracting144–7
meeting at job interviews76–7
online journals for dissemination of work by113
publishing courses for111
posts (online)49, 192, 193
praise58, 70
pregnancy203–8
Preparing Future Faculty (PFF) programme4
presentations134–7
at job interviews74–6
practising/rehearsal75, 136
pressures9, 185, 186
prioritizing101
privacy settings (online)192
problem solving102
procrastination15
productivity1–2, 6, 38, 53, 99, 100, 110, 144
professional development23, 25, 26, 40, 42, 54, 85, 155, 156, 179
professional societies/associations38, 40, 42, 45, 50, 53, 63–4, 85, 111, 164, 170
proficiency(ies)145, 167
profiles (academic/personal)47–52, 93–6
progress, analysing102
project-based learning 151
promotion of work 122, 123, 131, 132
see also self-promotion; tenure
psychological distress 185
psychosocial support 23
public recognition 176
public relations units 51, 135, 176
publication(s)
asking high flyers for input on manuscripts 45
growing significance attached to hierarchies 117
and likelihood of funding 140
long-term success 59
quality of 110
publishers
assistance in writing 110–111
websites 114, 115
see also book publishers
publishing academic papers 110–23
advice on 110–111, 122, 123
aiming for quality 117–18
avoiding perfectionism 121–2
collections 137
copy-editing process 131
developing a pipeline of papers 119
directing work to most appropriate outlets 114–17
Drew’s Law on 118
familiarization with publishing procedures 111
frequency 118
guidelines 118–19
learning about local metrics and cultures of publishing 111–12
with peers and senior colleagues 118–19
persistence 122
process and timelines 120–21
promoting your work 122, 123
revising papers thoroughly 121
starting early 112–14
books 124–33
developing a proposal 126–8
finding the right publisher 125–6
writing and selling 131–2
conference proceedings 50
purpose 195
QS World University Rankings 60
rankings 1, 60–61, 110
reciprocity 46–7
recommendation letters 70
Recommendations for the Conduct, Reporting, Editing, and Publication of Scholarly Work in Medical Journals (ICMJE) 118–19
recruiters 64, 65
refereeing papers 106–7
referees 57–8
references 58
Regan, K. 153
rejection, dealing with 81–2
relationships advisory 19, 25, 144–5
with colleagues 44–7, 136, 190, 197
creating and deepening 196
exploitative 142
with faculty, college or research offices 52
mentoring 25
and recognition 43–4
in research teams 149
with sourcers and recruiters 65
with supportive referees 57–8
sustaining social 206
see also personal relationships
relocations 201–3
reports, on sabbaticals 184
reproduction rights 130
reputation(s) 20, 51, 118, 125, 126, 145, 191–3
research activity, numerical measures 2
adviser-led 35–6
expectations of (full) professors 94
Index

and family caring roles 208
focus of 35–7
groundwork 36
keeping abreast of current 40–42
promotion of 43
relocation and 202
taking on projects that appeal to
students 146
see also teaching–research nexus
research agencies
as clearing houses for consulting
171–2
explicit salary levels 83
and funding 140, 141
informing of relevant outcomes and
products 142–3
professional development
programmes 42
relationships with 52
research culture 13, 14, 51
research statements 69
research teams
characteristics of successful 149
joining or starting 38, 148–50
multidisciplinary 148
partners in 148–9
time management strategies 101
see also collaboration
research-intensive institutions 14, 59,
157
ResearchGate 20, 47, 48, 49, 146
respect 47, 74, 190
ReStore 149
résumé 26, 172
see also CVs
retirees 210–12
retirement 208–12
retreat rights 84
reviewing 38, 47, 169
rewards 102
Richards, J.I. 113–14
Rogers, W. 152
role models/modelling 1, 23, 24, 46,
93, 154
romantic/sexual relationships 145
royalties 129
sabbaticals 85, 181–4
Sage 110, 111, 115
salary 7, 83
Sale, P. 164
saying ‘no’ 47, 106, 107–9
Scevak, J.J. 5
schedules/scheduling 47, 101
see also work plans
Scholarly Open Access 117
scholarly societies/associations 40, 50,
158, 170, 180
scholarly work see research
scholarship(s) 25, 112, 145, 158, 180
Schueneman, D. 65
Scopus 48
selection criteria, responses to 67–8
self-discipline 106, 207
self-nomination 169, 176
self-promotion 43
self-review 179
seminars 134, 151
senior scholars/academics 2, 8, 45–6,
50, 57, 118–19
series publications 125
service, contributing 2, 6, 9, 47, 95–6,
166
service roles 15, 26, 38, 50, 84, 104,
157, 162, 168, 207, 209
Shanghai Ranking 60
SHERPA/RoMEO 48
Sherrington, P. 5
short books 125
Simon Fraser University (Canada) 145
Singapore 66, 171
Smith, D.L. 164
Smith, E. 156
Snapchat 132
social media 191–2, 193, 203
see also individual networking sites
The Social Transformation of
American Medicine 124, 196
Solem, M. 4
Sparke, M. 160
speaking 50, 134–7
special circumstances, non-disclosure
in job applications 67
speciality groups, raising your profile
through 51
specialization 35
Springer 115, 126
Starr, Paul 124, 196
start-up research funding, negotiating 85
statements of teaching philosophy 69–70
status 6, 13, 176, 203
staying fresh 185–8
STEM (science, technology, engineering and mathematics) 62, 148
Sternberg, R.J. 23, 98
Strategic Sustainability Consulting 172
stress(es) 185, 186, 206–7
student memberships 40
students
making known your professional identity to 52
online journals for dissemination of work by 113
using as data-givers 159
using their work to keep informed 41
see also PhD students; postgraduate students
study groups, participating in 51
study leave, negotiating 85
subscriptions (professional) 85
success
in securing funding 139–40
see also academic success
supervisors see advisers
support 2, 21–2, 23, 84, 85, 86, 187–8, 206
Survive and Thrive 5
Sutherland, K.A. 4, 5, 110, 155
Sweden 105, 155
symposiums 49
the system, learning and using 53–4, 202
talks see presentations
teachers, successful 152–3
teaching 151–5
expectations of 84, 93–4
experience, as a tutor 15
getting a qualification 155–6
online quality evaluation 2
performance and academic success 7
quality of 2, 151
relocations and 202
risk-taking in 154
transformational experiences 152–3
teaching assistantships 15
teaching philosophy, statements of 69–70
teaching–research nexus 157–61
tenure 6, 83–4, 124, 134, 155, 164, 176, 179, 204, 205
tertiary teaching qualifications 155, 157
textbooks 112, 160
theses
contributing service as examiner 47
invitations to supervise 38
inviting colleagues to examine supervised 45
Thody, A. 91, 93
Thomson, P. 133
360-degree reviews 180
time/aspiration 206–7
time management 99–109
‘time-sink’ roles 50
timeframes 198
Times Higher Education University Awards 146
Times Higher Education University Workplace Survey 99, 103
Times Higher Education World University Ranking 60
Tower, L.E. 24
transitions 200, 201–3
trust 45, 152
tutor teaching experience 15
tutorials 151
Twitter 48, 65, 123, 132, 191, 192
U3A 50
underpinning positions 84
UniJobs 63
unions, enlisting support from 187–8
Index

United Kingdom 4, 17–18, 58, 66, 105, 130, 133, 139, 146, 175
United States 4, 8, 15, 16, 58, 66, 69–70, 84, 124, 130, 133, 152, 175
universities
as clearing houses for consulting 171–2
explicit salary levels 83
professional development
programmes 42
publishing courses 111
rankings 60, 61
see also high-status prestigious institutions
University College London
Consultants 171–2
University of California – Berkeley
Career Center 70, 167
University of Oxford (UK) 105
University of Warwick (UK) 175
Vitae 149
volunteering 166–70, 197
Ward, K. 99, 103, 105, 162, 204
Watson’s Syndrome 15
web pages 48, 49, 146
web presence 31, 48–9, 61, 146
Web of Science 48
Webometric rankings 60, 61
websites
attracting postgraduate students 146
finding the right job through 62
publishers 114, 115
sabbatical accommodation
exchanges 183
salary information on 83
of societies supporting scholarship
of teaching 158
see also blogs/blogging
Wells, T.T. 67, 69, 70, 75
What the Best College Teachers Do
152
Wikipedia 191
Wilbur, H.M. 57, 72
Wiley 110, 115
Wingfield, B. 208
Wolf-Wendel, L. 99, 103, 162, 166
Wolff, J. 58
women academics 102–3
challenges of getting qualified 16
difficulty of administrative roles 162
lack of suitable role models and mentors 24
work demands 100
see also children; pregnancy
work hours, logging 103
work plans (weekly) 102–3, 104, 105–6, 107
work–life balance 4, 23, 102, 106, 201, 207, 209, 214
workload(s) 74, 99, 156, 169–70, 187, 208
workplace instability 208–9
YouTube 191
Zelinsky, W. 189