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Lehigh University
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Louisiana State University
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Marquette University
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Marymount University
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Monmouth University
www.monmouth.edu

**The University of Texas
Health Science Center
at Houston**
www.uth.edu

**University of Illinois
Springfield**
www.uis.edu

University of New Haven
www.newhaven.edu

University of Oxford
www.ox.ac.uk

Yale University
www.yale.edu



Michael Palladino

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representation, because there aren't as many faculty who represent that viewpoint, so there are certain people who get asked to serve more often.”

The increase in diverse sources of inspiration can inject new life and creativity into a committee. But for many women and minorities on a campus, they can often feel like they are being exploited.

Swann advises to “beware the token position. To appear fair and balanced, many committees will recruit women and underrepresented minorities. But it may just be for show. Their opinions are not sought or heard, and they are often saddled with more than their share of the work. Talk to your chair or diversity officer if you are in this position.”

Committees Outside Your Institution

“One aspect of service that I always emphasize to new faculty is service to the profession,” says Palladino. “Serving as a panelist at a workshop or on a professional society committee (even if this starts at a regional chapter or organization) are all good opportunities.” Service to journals and granting agencies as a reviewer are also essential to advancement, he adds.

Participating in your professional association's newsletter committee is a good way to launch external engagement, as Hossenlopp discovered. Early in her career, she served as the newsletter editor for the Division of Laser Science of the American Physical Society. It automatically positioned her to interact with prominent members of her field and opened her to networking channels she might not have had access to for years. “Build your professional network early, especially outside your department,” she advises.

As you craft your professional advancement plan, get to know the service culture of your university and department and how (and if) committee work influences promotion decisions. This will aid you in deciding when to participate in committees that are associated with professional societies. In the Department of Biological Sciences at Louisiana State University, “they don't ask new assistant professors to serve on committees,” says Chakrabarty; internal committee invitations are offered only after a faculty member has been on staff for at least three years. But even then, internal service is not as important as your external service. “I was advised not to do much university committee work because it doesn't count much toward tenure,” he notes. But he did volunteer to edit a journal and run workshops at conferences, which increased his knowledge of his field, augmented his network, and magnified his reputation in the minds of other leaders in the discipline.

At Yale University, some committees have charters that necessitate untenured faculty to participate in them, says Near. But in general, the institution specifically does not consider internal service when making tenure decisions. “It's more about your reputation in the international field,” he says, which means that early career faculty are encouraged to pursue assignments with professional societies that bolster their investigations and elevate their research profile. His involvement in the Society for the Study of Evolution and American Society of Ichthyologists and Herpetologists, in which he organized symposia at national meetings, helped him immensely. “It has provided tangible benefits to my research program and has kept me knowledgeable about advances in the field,” he concludes. “It helps the discipline and it helps you serving as a professional in the discipline.”

If your university allows it and better yet, favors it, consider participating in external committees sooner rather than later. “You are seen as a leader,” says Swann. “Not enough pre-tenure faculty do this, and it can only help you.”

Advancing Your Profession, Institution, and Career

For early career professors eager to serve your institution and profession through committee participation, don't make the mistake of pursuing too much too soon. “It's good to step back and realize you don't have to achieve all of your goals in 2–3 years,” says Pyle. There are other people who can be tapped for assignments if you are overtaxed yourself, and there is always time after tenure to pursue stimulating committee projects that you don't have time for presently.

In fact, post-tenure committee contributions should be woven into your career strategy. “Once you get through tenure, you're supposed to broaden your horizons and be more invested in the way the university is conducting its business,” says Swann. Moreover, this is the time when you can become even more engaged in your professional society and seek vital leadership roles.

“Working on a committee can be very rewarding and you can do a lot of good things for the university, which can really help your reputation,” says **Malcolm McCallum**, a visiting assistant professor in the department of environmental studies at the University of Illinois at Springfield. “Just make your moves judiciously and carefully to minimize the negatives and maximize the positives.”

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