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Reflections on a Career in Business Schools and Best Practices for Navigating the Maze

Jim Combs

Della Schenck Marth Phillips Chair in American Free Enterprise,
University of Central Florida

Visiting Professor, Telfer School of Management,
University of Ottawa



Caveats





Reflection 1: Business Schools are Changing

- Estimates range from 60 to 70 percent of full-time faculty are non-tenure track.

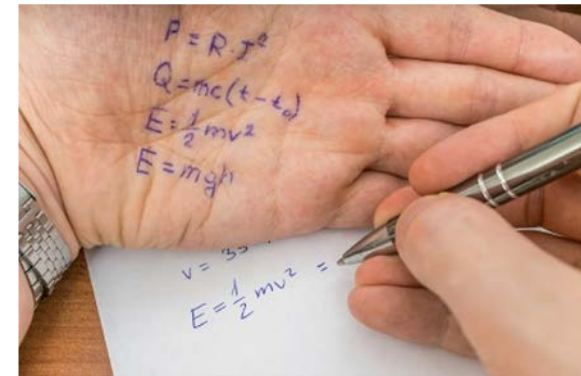
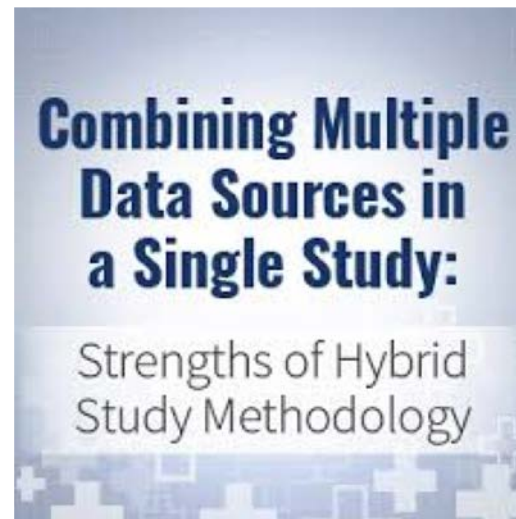


- DBA Programs are cropping up to service demand
- They are pushing for greater institutional legitimacy

Reflection 1: Business School are Changing



Study #7



Replications

Reflection 1: Business Schools are Changing

**Tenure-track
Research**



**Non-tenure track
Teaching**



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Reflection #2: It is a choice, sort of...





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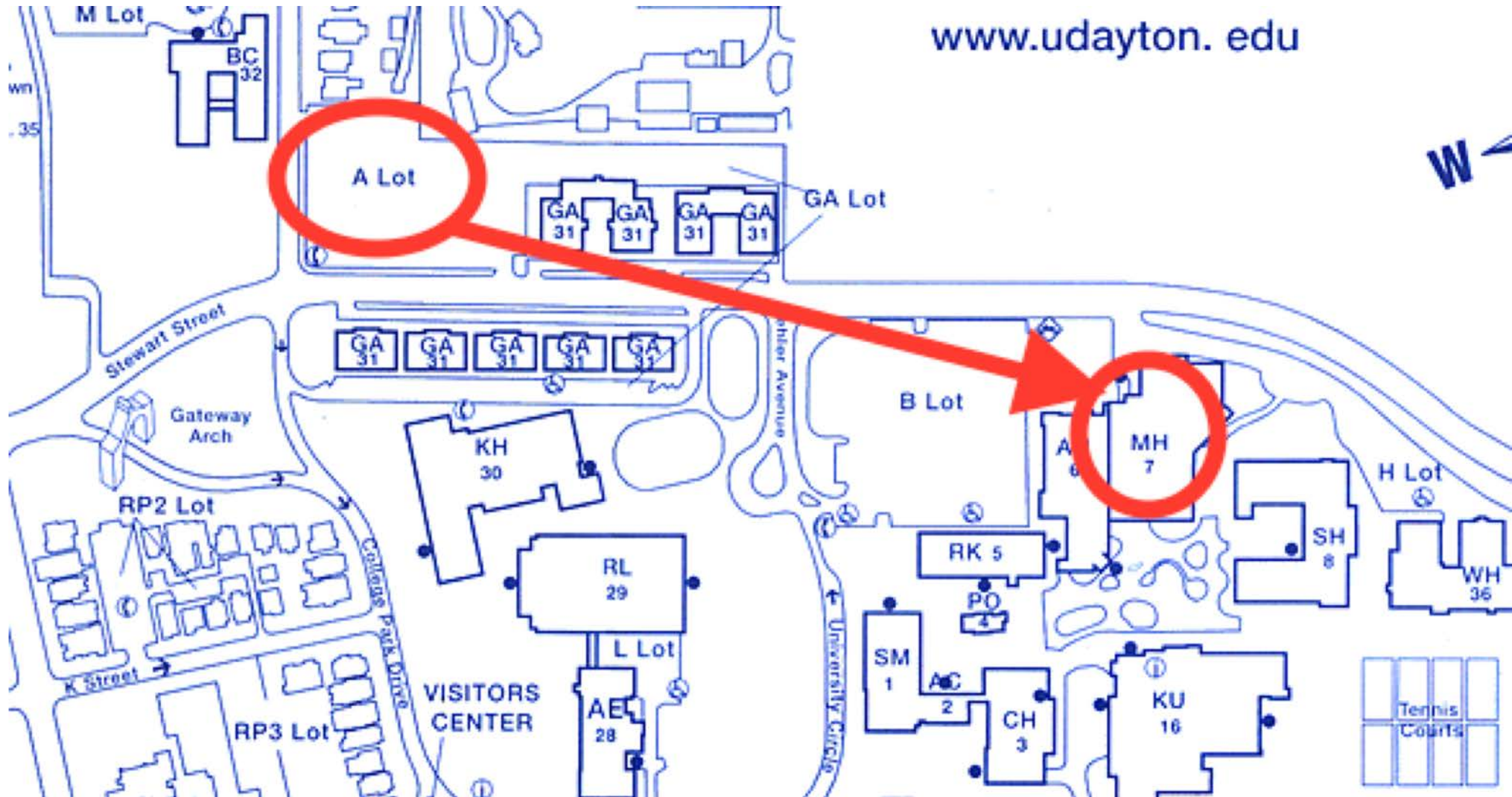
Reflection 3: Environment Matters

*Ole
Miss*





Reflection 3: Environment Matters





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Reflection 3: Environment Matters

Ole
Miss

UNIVERSITY of



DAYTON





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Reflection 4 : Impact Matters

If articles were cars, what would you collect?





Reflection 4: Impact Matters

Careers are made with Ferrari Pininfarina Sergio's...
... but: "Dean's can count but they can't read."

My sense is that expectations for both numbers and quality have increased...





Reflection 4: Impact Matters

Balance Low & High Risk Projects

	Low Impact	High Impact
Little Effort	20-30% Effort 60-70% Output	Ideal, but rare
Much Effort	AVOID	60-70% Effort 20-30% Output



Reflection 5: “Choices” are an Illusion until Full



Assistant Professor:
Research & Teaching



Associate Professor:
Myth of Choice

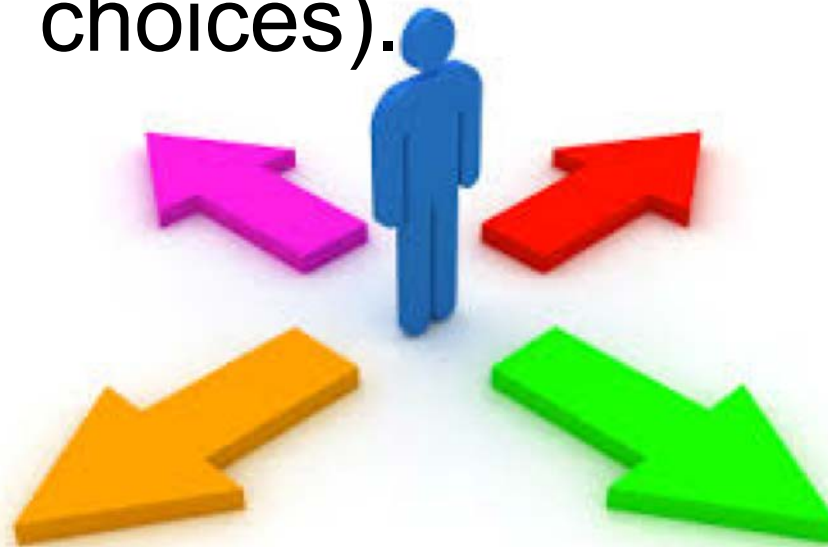


Reflection 5: Choices are an Illusion until Full

Full Professor



Only *now* can you show your true colors (or make different choices).



Reflection 6: It's a "Real" Job

Median Household Income in 2017: **\$61,372**

Median Assistant Professor in 2017-18 AACSB survey:
\$93k (Econ) to \$142k (Finance)

*Most of us make between 2 and 4
times the average household*

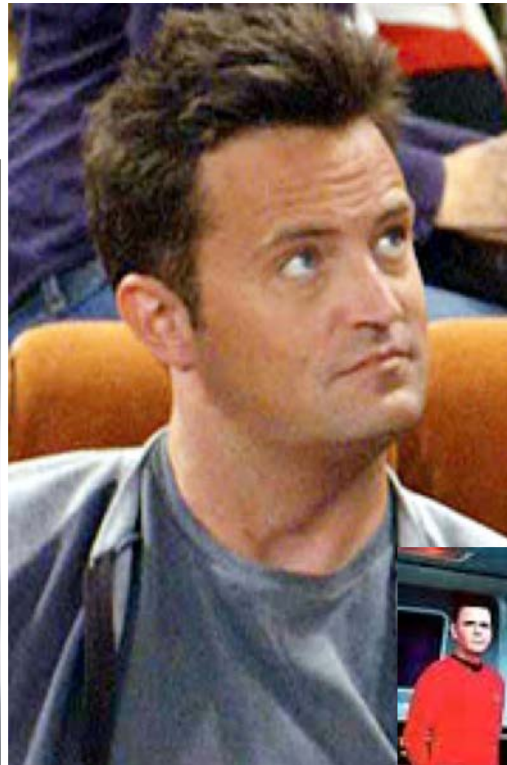
It is a breach of professional ethics to put in anything less than 40 hour per week and a case could be made for more, much more.





Reflection 6: It's a "Real" Job

If you were a



Would you take the same number of days off?



Reflection 6: It's a "Real" Job

We do have





Reflection 6: It's a "Real" Job You can work....



OR



OR





Reflection 6: It's a "Real" Job

You can work before....



Or after....





Reflection 6: It's a "Real" Job But we have to **WORK!!!**





Reflection 7: Big Blocks of Time are a Myth

The BIG block of time is a myth

Waiting for it....

....equals a weak vita!



Reflection 7: Big Blocks of Time are a Myth



BIG blocks often disappear or fad away...



Reflection 7: Big Blocks of Time are a Myth

When the BIG block does come, you
might feel like this guy...





Reflection 7: Big Blocks of Time are a Myth

Finally, you hit diminishing returns...



Reflection 7: Big Blocks of Time are a Myth

little block + little block + little block + little block + little block +

little block + little block + little block + little block + little block +

little block + little block + little block + little block + little block +

little block + little block + little block + little block + little block +

little block + little block + little block + little block + ...

A GREAT Vita!!!!

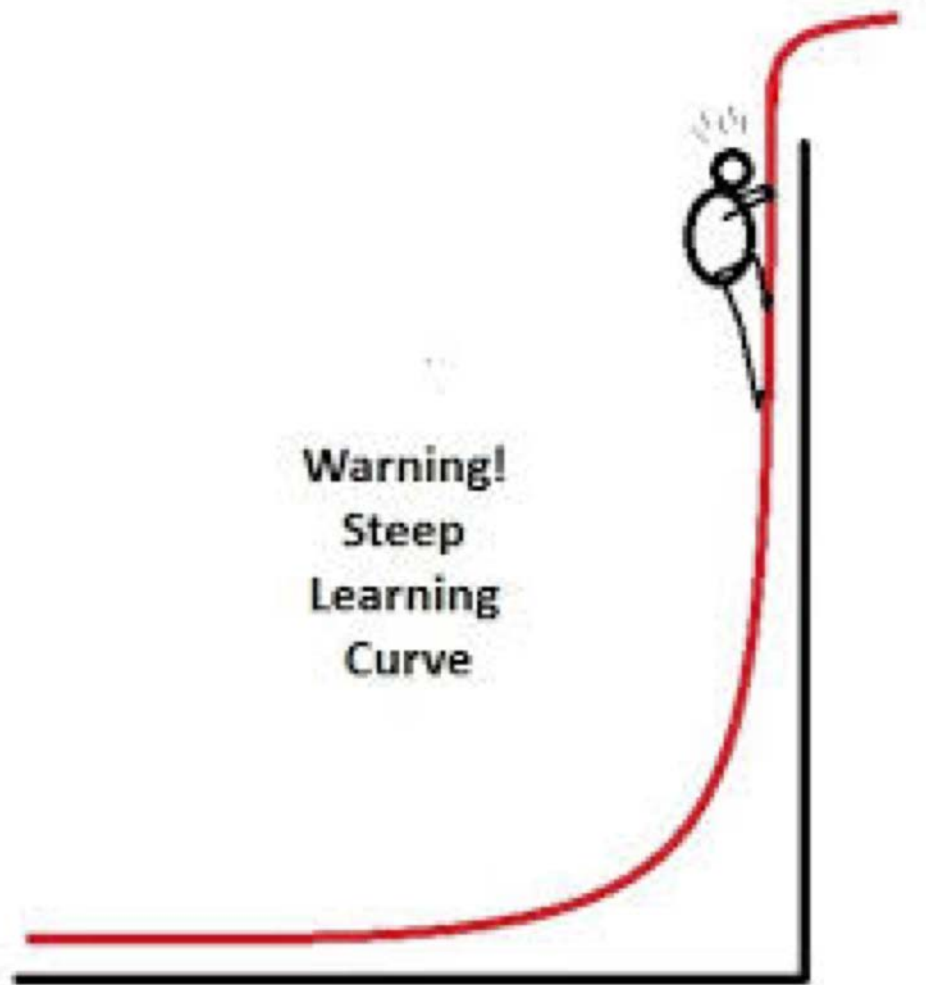


Reflection 7: Big Blocks of Time are a Myth



Silva, P. J. 2007. How to write a lot: A practical guide to productive academic writing, APA.

Reflection 8: Work with People who are Better than You





Reflection 8: Work with People who are Better than You



The Dave
Ketchen Quiz for
who you should
work with:



Reflection 8: Work with People who are Better than You

Question 1

You develop an idea for a research paper that you think is brilliant. Should you:

- A. Develop the paper on your own?
- B. Ask your office mate from grad school to co-author the paper with you?
- C. Give up on the idea because you obviously lack the experience to know what is a brilliant paper?
- D. Consult with one or more faculty members about the viability of your idea?



Reflection 8: Work with People who are Better than You

Question 2

Your office mate from grad school asks you to join her on a research paper that you think has great potential. You already have ten research projects underway. Should you:

- A. Accept her invitation?
- B. Decline her invitation?
- C. Cut those ten projects down to three or four?
- D. Do both B and C?



Reflection 8: Work with People who are Better than You

Question 3

A senior faculty member asks you to join his research project. At one time, he was very productive, but his last good piece of research was published when Brian Mulroney was Prime Minister. However, he says he is re-energized and looking to publish again. Should you:

- A. Decline his invitation?
- B. Accept his invitation?



Reflection 8: Work with People who are Better than You

Question 4

A senior faculty member asks you to join her research project. She is very prolific, but you find the topic only mildly interesting. Should you:

- A. Decline her invitation, and seek out a faculty member whose research is interesting to you?
- B. Decline her invitation, but ask if you two can find something else to work on that you both find interesting?
- C. Accept her invitation?



Reflection 8: Work with People who are Better than You

**If there is no one at your school,
prove your worth to someone.**

Offer to provide
feedback and do it
well...





Reflection 9: Study your Craft

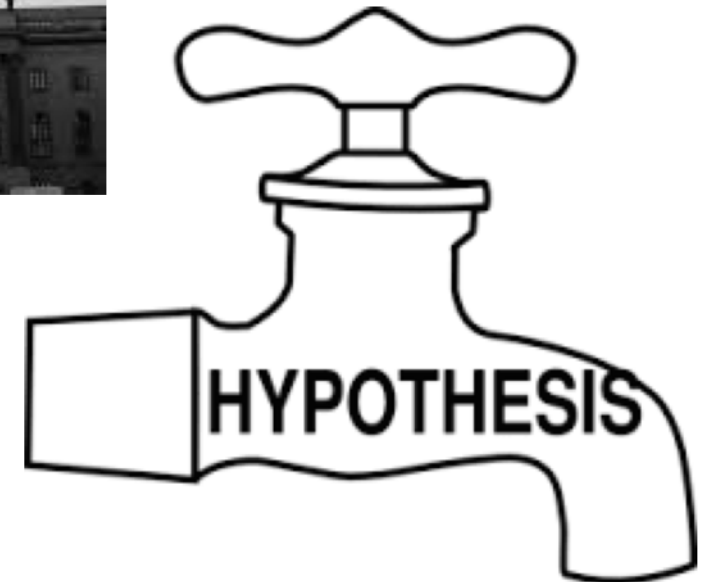
Dissect EVERYTHING





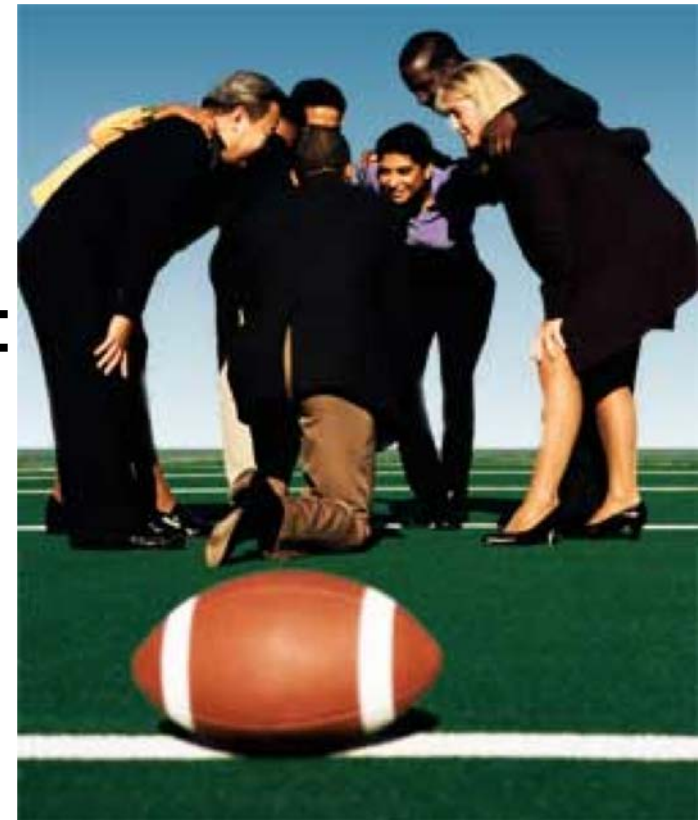
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Reflection 9: Study your Craft



Reflection 10: Research is (now) a Team Sport!

- Number of authors in 1980 (AMJ):
 - Mean = 2.08
 - Standard Deviation = .81
 - Median = 2
 - Sole authors = 23%
- Number of authors in 2017 (AMJ):
 - Mean = 3.1
 - Standard Deviation = 1.2
 - Median = 3
 - Sole authorship: 6%






Reflection 11: Have Something to Offer

Three Key Types of Expertise Every Graduate Student Should Develop




Theory



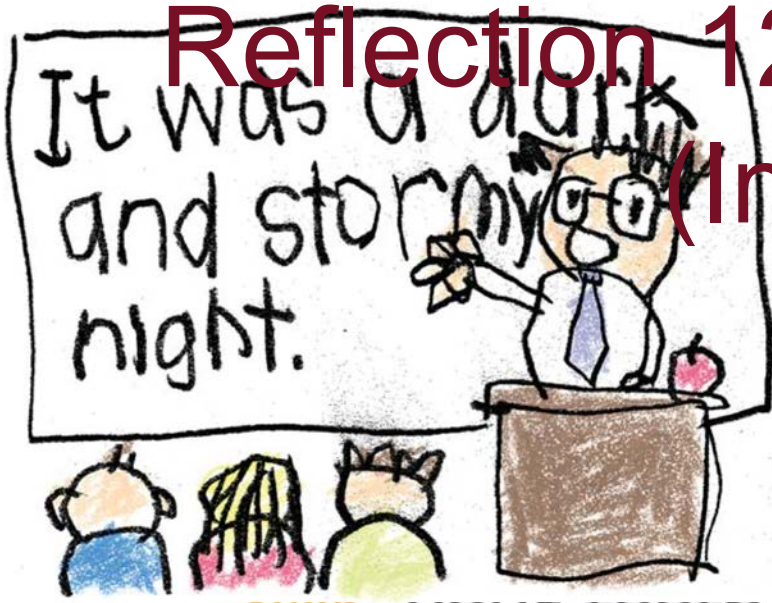
Reflection 11: Have Something to Offer

Play a different role on different teams.





Reflection 12: Know your Passion (In Research)



Turn your teeth
into some
great ideas."



IDEAS
WORTH
SHARING





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Final Advice: Keep taking quality shots on goal





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Thank you for your valuable
time!