

Apprise Timeline of ALAN

Alan, in his early thirties, graduated with his PhD in 2006 in Canada and then moved abroad in order to find a research-teaching position. When he joined this study in 2011, he had recently returned having found a pre-tenure position closer to home. Alan was married with two young children, and welcomed a third child during the second year of participation in this study. While experiencing a number of difficulties in achieving expectations, his achievements were sufficiently recognized that he hoped he was well on his way towards tenure. What struck us about Alan's story was:

Struggle with work-life balance; managing three children (personal)

Importance of grant funding to reappointment; supervision (work experience)

Consistent work towards tenure (career thinking)

