

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)

| Year | Personal | Work experience | Career Thinking |
|--------------------|---|---|---|
| Post PhD Year 5 | Spent time with family; struggled with long deily commute. Struggled with work-life balance, decrease in "quality time" with children | Went to seminar In Paris, where he networked with colleagues outside of his field; felt more confident in being able to communicate his ideas to people beyond his field. Aspect of teaching, assessing oral exams with Teaching Assistant was "challenging". Invited to apply for Erasmus visiting professor program; "evidence that I am respected by my peers". Met with industry vendor regarding research bid; "this provided a realistic industry-based validation of my lab test bench project concept". | Working toward tenure. |
| Post PhD Year 6 | Challenged by way family commitments constrain academic progression. Partner hospitalized during end of pregnancy; daughter hospitalized due to ashma. Third child born; parental leave. Felturned from parental leave. Felt stressed due to balancing family commitments/care giving and work; family felt "more alone" than they did in UK. | Applied for grants, including a particular kind that dean made clear he should. Supervising: worked on paper with a master's student since "showing contributions to knowledge with students" is grant requirement. | Told department chair he would resign from position if next reappointment only one year; open to other positions in North American at university, in government or private sector. |
| Post PhD Year 7 | Partner returned to work. Child experienced learning problems and was in speech therapy. Continued to struggle with work-life balance. | Three successful grants, which improved tenure chances and 'funding wees are at an end". Met with dean and chair, where it was implied that had the grants been awarded earlier, the outcome of his reappointment would have been different. Failed a student he was co-supervising at qualifying exam; it "became a discussion of how much are you willing to puton the line to bring this guy to graduation?". Built and maintained relationships with various companies that could eventually lead to small grants. | Focused on getting tenure within next few years. Reappointed for two years. |
| Post PhD Year 8 | Acted as care-giver for children; family "demanding my attention and time". Continued to struggle balancing family and work commitments. | Worked on finalizing PhD thesis of one of his students; wanted to spend more time on his reappointment dossier. Applied for second reappointment and granted one more year before being considered for tenure. He and student won best paper award. Another student he supervised "slandered" colleague, which was "frustrating" and lead to "unnecessary confrontation". Six papers submitted for review, which he anticipated would help with tenure. Re tenure, now not as worried about funding and has a significant number of citations, but needs to reflect on where his research would go next. | Fleappointment affirmed he is on track for tenure; "satisfied in the way things are now going. I no longer fea not meeting the criteria for tenure". Still applied for position at different university, but it went to another candidate with "poor profile"; was "quite bitter for a while". |
| What struck us | Struggle with work-life balance; managing three children. | Importance of grant funding to reappointment, teaching and supervision. | Consistent work towards tenure |





