

National Tsing Hua University

Department of Computer Science



“The Route to A Noble Academic Society”

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Outline

1. Who are your peers?
2. Why you need your peers?
3. Age gap & you
4. Enemy vs. friends
5. Your Seniors
6. Academic Pirates & Hooligans
7. Academic Stars
8. How can we move forward?
9. Conclusion



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Who are your peers?

- A variety:
 - Your **colleagues**
 - Your fellow academics in **other universities**
 - **Researchers** in the same field as you
 - People from **industries** in the same field as you
 - Etc.



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About Your Peers

- No man is an island
- You need your peers to check your work
- But:
 - This is where “**conflict of interests**” exists
 - This whole “**peer review**” system can **be flawed**!
 - Open “**hole**” for “**corruption**”
 - Getting “**personal**” – retaliation / revenge
 - It can get messy!



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Why you need your peers?

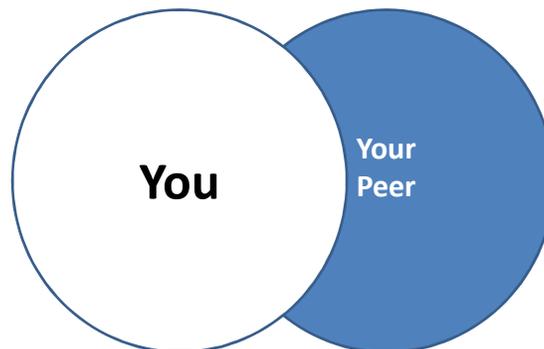
- Many reasons:
 - They review your **papers**
 - They review your **research proposals**
 - They review your **book proposals**
 - They sit in **prize and award committees**
 - 1 more – they are not paid when they do reviewing work!
 - Essentially: They get to **JUDGE** other people!



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Hate and Love Relationship



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Friend or Foe?

- Your Peers
 - FRIEND
 - Tend to support you!
 - Tend to be positive
 - FOE
 - Tend to be against you!
 - Tend to be negative
 - NEUTRAL
 - Tend to go the right thing.. Based on facts or work.



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Your Peers – Age Gap

| | | |
|---|---|--------------------------------------|
| Strong competition, Possibly hatred / envy from peers | Envy/hatred much reduced, collaborator | Admiration & seek advice, support |
| Within 0-8 years gap | 10 th year | 20 th year gap and beyond |
| ENEMY | NEUTRAL | FRIEND |

HATRED/ ENVY LEVEL ←————→

TIME ←————→



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Your Peer: Does time heal everything?

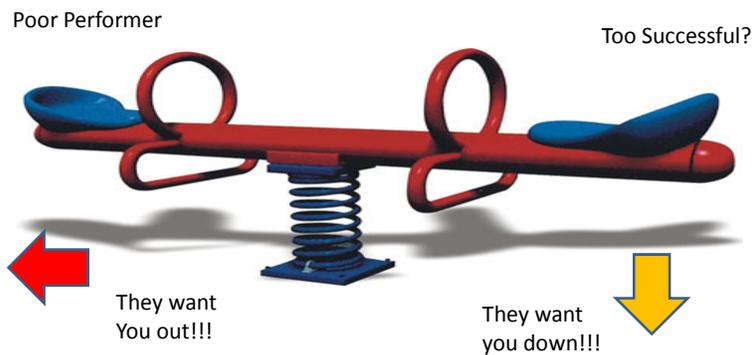
- Not quite!
- Your “enemy” grows old with you too!
- Some will grow to be quieter, mature,,,
- Some will grow to be more aggressive too.
- You have to face them until you retire from academia
- Need not afraid. He will fade away!



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The Balance?



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About Senior Peers

- Seniors are “older” academics
- Senior have “people-network”
- **Good seniors mentor others**
- **Good seniors cultivate stars!**
- Bad seniors prohibit others from progressing
- Bad seniors threaten and exploit junior abled professors
- Facts of Reality...



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Sometimes..your senior doesn't want you to be “star”

- **Case of Inferior Complex / inSecured ...**
 - Proceed with caution
 - Watch out for signs
 - **Assess environment for growth**
 - If hostile, should move to new place (quickly)
 - Avoid direct confrontation
 - **Assess damage done**
 - **Assess personalities** – some seniors go all the way out to tarnish your career!! I know of some!!



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Sometimes..your senior doesn't want you to be "star"

- **Case of Inferior Complex / Insecurity**

- if you complain to upper management, you may or may not succeed
- if management is "sound", you are cleared.
- If management is "unsound", then you rallied more aggression.

- **Advice:** Don't try to reason with a fool or a nut.



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Ideal Scenario

- Senior professors **mentor** junior professors
- Senior professor **collaborate** with junior professors
- Junior professors **seek advice** from senior professors (**wisdom grows with age!**)
- Mutual respect
- No intimidation, no bully



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How to achieve a good atmosphere?

- University Administration Instills the right culture!
 - Code of Ethics in place
 - Strongly enforce ethical practices on campus
 - Zero tolerance on academic corruption, peer intimidation, cheating, plagiarism, etc
 - Instill the culture to excel
 - Focus on doing the best, achieving the most
 - Give #1 priority to performance
 - Don't tolerate gossips, bad mouthing, etc.

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How to achieve a good atmosphere?

Provide a Good Faculty Structure.



- Create “**The Hierarchy of Excellence**” (based on merit)
- **Assistant professors** work on building up their prestige, contributions, and research excellence
- **Associate professors** proceed to perform greater significance in their research with more teaming up
- **Full/Distinguished/Chair professors** lead their fields and provide research insights, teaming and excellence.
- Build “**Respect and Recognition**” within schools/colleges

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Work with Peers

- Engage them as research collaborator
- Write papers together
- Bid for funding together as a team
- Work together as journal special issues
- Work together as magazine special issues
- Work together in conferences
- Work together in societies' committees



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Compete with Peers

- Compete in paper publications – your peers are your reviewers
- Compete in bidding for proposal fundings
- Compete for prizes, awards, etc
- Competition is indispensable – you cannot avoid it 100%
- Lets' face it.



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Pride & Prejudice

(recall book by Jane Austin)

- There will be those who dislike you (no matter what) – that is called ... “**prejudice**”
- There will be those who has **strong EGO** – they think “who are you??”
- Learn to “**identify**” those people
- **Avoid them**; B’cos they will not support you.



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The Good & Bad Academics

- **Bad Peers:**
 - Academic Pirates
 - Academic Hooligans
 - The Gang-up: Mafia
- **Good Peers:**
 - Academic Stars/Giants
 - Focus on research, not politics
 - Cultivate young and new stars



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The Bad: Academic Pirates

- Who are they?

- Not true scholars
- Mimics to survive
- Can't do quality research
- Can't write quality papers
- Rely on manipulation
- Rely on exploitation
- Hungry for credits
- Form "mafias"



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The Bad: Academic Hooligans

- What are they?
- Cause academic unrest
- Quarrels, revenge, hurt, etc
- Rule by force
- Rule by intimidation
- Corruption to get what they want
- Corruption: deep + extensive
- Work in the "dark" – "dark force"

You can find them everywhere – in Societies and Universities.



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The Bad: Unclean Tactics

- **Bad mouthing**
 - Say the same lie 3 times and it becomes real
 - Aim is to tarnish the reputations of your abled-peers.
- **Run your own conferences without quality / openness**
 - publish your own papers there; claim it is top quality
 - award yourself prizes / best papers
 - accept your friends papers
- **Run your own journals**
 - create own journal and be Editor-in-Chief
 - publish your own papers in your own journals.
 - engage your mafia into your editorial

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The Bad: Mafia & Gang-up

- Bad peers do gang-up
- They shamelessly corrupt
- They conspire
- They shamelessly claim credits, awards, etc.
- They “hurt” others
- **Essentially:** They spoil our profession!!!



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The Bad Empire: **Werewolf**

- **Academic Pirates Tree**

- Bad professors produce bad new assistant professors & students!!!
- Bad academics empire grows and multiply in numbers with time.
- These people hide their identities, relationships, conspire, corrupt, and etc.
- This can reach an unmanageable state of flux!



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The Good: **Academic Stars**

- **Be a Giant & an Upright Person!**

- Pioneer
- Breakthrough
- Devoted
- High Integrity
- Example:



- **Charles Kao's** 1965 work on optics – now 2009 Nobel Prize. Charles received his PhD from U of London UK.

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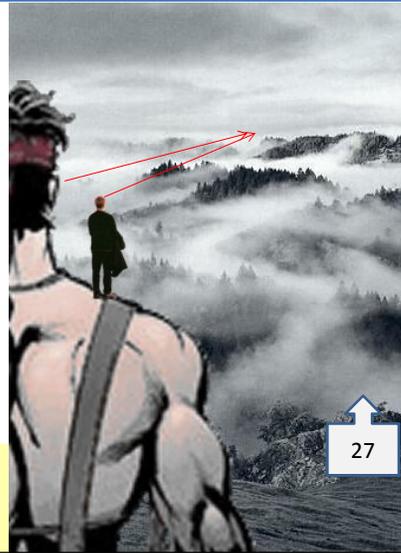
The Good: Academic Stars

- **Stand on the shoulders of giants!**
- Giants has no time for politics
- Heart & focus: research, impact



Sometimes “little man (小人)” is such a nuisance!

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Does Top School Really Matter?

- **Yes!!!**
 - Top schools has **ZERO** tolerance to **academic dishonesty** and **corruption**
 - Faculty in top school worry more about “**output**”, “**quality**”, and “**achievements**” than politics
 - No time / bandwidth for hanky-panky
- **Alternatively,**
 - Firm **university policies** help too!

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How Do We Move Forward?

- **Gentlemen & ladies – let’s unite!**
 - Elites form elites!
 - “Jedi” are defenders of academic truth and excellence
 - Strong university administration/leaders helps
 - Strong society rules and procedures help
 - Strong government and agencies’ code of conduct helps
 - Good and evils are in battle every day!!!
 -



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Conclusion

- **The route to a “noble academic society”**
 - Defend academic truth
 - Uphold academic excellence
 - Uphold quality, honesty, and integrity
 - Produce more “Jedi” (defenders of the good)
 - Zero tolerance to academic corruption
 - Let’s unite and defend our academic profession

~ the end ~



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