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Dear Editors,

Please consider this manuscript, “**Increased academic performance and prolonged career duration among Taiwanese academic faculty in ecology and evolutionary biology***”*, for publication as an Education article in *BioScience*.

Succeeding in academia is increasingly challenging. Despite the long-standing idea that publication expectations and requirements have risen over time, empirical evidence for this suspicion remains scarce. It is also unclear exactly how, and to what extent, competitively successful candidates should be for getting a faculty position and promotion. **Here we show academic performance, rather than PhD degree itself, plays an increasingly crucial role for academic success.**

By conducting a nationwide survey in Taiwan, we show how this has occurred in the field of ecology and evolutionary biology. We quantified how academic performance, measured as h-index, and the duration for landing a faculty position as well as promotion to full professor have changed over the past 34 years.

* **A**cademic performance **has risen for recruitment as a new PI.**

PIs recruited more recently had higher academic performance for recruitment compared with those recruited earlier, whereas academic performance for promotion to full professor remained similar over years. These trends reveal the nature that new PIs tend to compete with their counterparts, whereas promotion can be achieved individually when the requirements are met.

* **Duration for recruitment and promotion have both increased over time.**

Given that academic performance has risen, early-career researchers might spend more time becoming competitive enough for faculty positions, yet higher academic performance can shorten this duration. In contrast, duration for promotion has increased possibly because of increasing consideration of accomplishments (teaching and administration) by the employment institutes in addition to research performance per se.

* **Differences in academic performance before and after recruitment and promotion have both decreased over time.**

PIs recruited earlier had higher performance after getting the job compared with those recruited more recently. Similar trend was found for promotion to full professor. While PIs performed equally well before and after recruitment irrespective of PhD university origin, those with domestic doctorates showed a decrease in performance after promotion compared to their counterparts with foreign PhD degree.

Yours sincerely,



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On behalf of Gen-Chang Hsu and Wei-Jiun Lin