Research Expectations at Research Universities

- Ask about annual and tenure expectations during an interview
- Grants
  - Expectation is you will acquire significant funding prior to tenure
  - Some institutions count dollars, some count # of funded proposals
  - Success means generating the funds to establish your program, support graduate students, produce new research
  - Most schools recognized value of being a Co-PI, but being PI on something is desired
- Publications
  - Where to publish - peer reviewed is the priority
  - Annual expectations – probably # papers /yr – quantity
  - Tenure expectations – quality of work – looking for evidence that work is solid, thematic, has an impact, and hopefully leading the way in some fashion

Negotiating a Start-up Package

- Involves your space, analytical and field equipment needs
- Expect to be asked for some particulars, especially regard large lab and analytical expenses, during the interview
- You maximum leverage occurs before you accept the job – ask for whatever you think you need, then negotiate
- Setting up a new lab takes time! Consider this time when developing your tenure objectives/deadlines.
- What to expect when you arrive on campus
  - Purchasing equipment and remodeling existing space - everything takes a longer time (generally) than expected.

Defining your research agenda

- Building on your prior work is essential to initial productivity
- But you must also define new research directions to demonstrate your intellectual growth
- Collaborative research
  - Increasingly the norm
  - Require good management and interpersonal skills.
  - Proceed at the rate of the slowest collaborator
  - Seek them within your department & outside your department /discipline
Work with your Office of Sponsored Research

• Finding funding sources
  – Check for RFPs, contact program directors & websites to see what is being funded
  – Funding workshops

• Know the deadlines – agency & university’s sponsored project office
  – Maybe lots of forms and components
  – Learn your university’s process & timelines for processing grants
  – Plan accordingly, especially with multi institutional collaborations

• Develop budgets (overhead, salaries and expenses for outlying years)
  – The proposal preparation experts in sponsored project office will help

• Expect to submit multiple proposals before receiving 1st funding

Finding Good Graduate Students

• Your productivity will be related to the number & quality of graduate students

• Recruiting students
  – Peer networking
  – Social media

• Qualities to look for in grad student applications

• Pre-offer interview or visit are highly recommended

• Student management once they are in the program

• Despite your best intentions, not every student will finish. Be prepared. Do not leave your tenure portfolio “in the hands” of your graduate students.

Your First Semester and First Year – Setting Priorities

• Starting the program – lab set up, proposal writing, manuscript preparation

• Initial teaching load (negotiate at hiring)

• Course development
  • Ask colleagues to share material
  • Use online resources like SERC
  • Institute best teaching practices from the beginning
  • But do not try to make the perfect course the first time out
  • Find your balance between teaching effectively BUT efficiently the first year or two

• Find mentors – in & outside your department

• Start recruiting grad students