

Moving your Research Forward: Research Universities

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