



Moving your research forward to new settings: Graduate Institutions (45 mins)

Part 1. Introductions by Workshop Leaders (<2-3 minutes each = 10 mins)

Part 2. Things to Consider – No PowerPoint. Take a few minutes (5 mins) to read through the list below and mark items that you would like to discuss. Then, Q & A for 25 mins.

1. Research expectations

- It is OK (and wise) to ask about the tenure requirements during an interview...BUT, avoid listening to hearsay and rumors...ask the Dean and Dept. Chair.
- RU expect new faculty to acquire significant funding prior to granting tenure
 - Major sources of funding – NSF, NOAA, NASA, DOE,
 - Other sources – National Geographic, industrial consortia, ACS-PRF.....
- Your hiring ,means the department believes your research is fundable – they are making an investment and expect a return on that investment
- What is “significant”
 - Some count dollars, some count # of funded? Or submitted? proposals
 - Ideally they will be evaluating whether you have generated enough funds to
 - establish your program
 - support graduate students
 - produce new research
 - branch out in new directions
- PI vs. Co-PI
 - Most schools recognized value of both, but being PI on something is desired
- Publications
 - Annual expectations – probably simple bean counting (# papers/yr) - quantity
 - Tenure expectations –quality of work is judged by external reviewers (5-7) and departmental colleague, impact factor and citations per paper examined – looking for evidenced that your work is solid, thematic, has an impact, and hopefully leading the way in some fashion
- Where to publish - Peer reviewed is priority; also conference proceedings, field guides, special publications

2. Defining your research agenda

- Building on your prior work – your dissertation and post-doc is essential to initial productivity – build on those themes but do not just duplicate what you have done
- Most universities expect you to define new research paths that do not build simply on your PhD and/or post-doc. This is a question worth asking during the interview.
- Collaborative research
 - Increasingly the norm
 - typically yields more products (publications) and often is bigger in scope
 - However, group collaborations require good management and interpersonal skills. And, you can only proceed at the rate of the slowest collaborator, especially if you require their data to publish your project component.
 - seek them within your department
 - seek them outside your department/discipline
 - you may not be lead PI on the whole project, but you are the PI on the funding to your institution

3. Working with your office of sponsored research

- Finding funding sources
 - Check for RFPs
 - Funding workshops
 - Contact program directors & regularly check websites to see what is being funded
- Know the deadlines - a agency and & your university's sponsored project office
 - Know how long your university takes to process your grant before pressing the submit button
 - Plan accordingly, especially with multi institutional collaborative grants
 - Your lack of planning does not constitute an emergency for someone else
- Budgets (overhead, projecting salaries and expenses for outlying years)
 - Use your university's budget experts in sponsored project office – they will probably have a template to help guide you, but they set the final details
- Expect to submit multiple proposals before your first successfully funded project

4. Meeting your space, analytical and field equipment needs – negotiating a start-up package

- Expect to be asked for some particulars, especially regarding large lab and analytical expenses, during the interview

- Your maximum leverage occurs before you accept the job - ask for whatever you think you need
- 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 and remodeling existing space - everything takes a little longer (generally) than expected.

5. Finding good graduate students

- Your research productivity will be related to the number and quality of the graduate students
- Recruiting students - Peer networking and social media
 - Facebook lab page; Twitter; Blogs. Try and connect with future students using modern social media.
- Qualities to look for in grad student applications
- Pre-offer interview or visit are highly recommended
- TA and RA support
- 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.

6. Putting it all together - Your First Semester and First Year – Setting priorities

- Starting the program – lab set up, proposal writing, manuscript preparation
- Course development
 - Teaching preparation can be a black hole
 - 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

Final 5 minutes of Session

Part 3.

Your Task?

1) Develop 5 questions *you* will ask during an interview relevant to a graduate degree awarding university...

1. _____

2. _____

3. _____

4. _____

5. _____