

DEVELOPING DATA: PACKAGING AND DIFFERENTIATING CANDIDACY FOR FACULTY, POSTDOC AND GRAD STUDENTS

COLLECT THE DATA

- Tenure process and promotion record
- Policies: tenure clock; family; partner employment
- Expectations for teaching load and service
- Salary range
- Collaboration possibilities
- Internal support and sources of funding
- Support for external grant applications
- Departmental record of grant volume and value
- Culture or “climate”
- Diversity
- Facilities
- Cost of living
- Time frame of offer
- Moving expenses paid
- Start date

DEVELOP A PACKAGED REQUEST

- Salary – 9 months or 12 months – fully competitive
- Research start up funding – multiple years
- Laboratory space (visit the lab)
- Office space (space for postdocs; grad students)
- Paid support for postdocs and grad students
- Laboratory support and equipment funds
- Teaching requirements
- Service requirements
- Support for faculty development and growth opportunities
- Benefits, including moving
- Travel funds
- Other items resulting from your data gathering
- Total value of the “package”

DIFFERENTIATE YOURSELF AS A CANDIDATE

- Performance in the interview
- Reputation of educational institution and advisory faculty
- Preparation in a unique or emerging research or educational niche
- Pertinent experience from their point of view_or variety of experiences
- Clear, concise research goals (both short and long term)
- Innovation
- Grant writing and funding success
- Can bring research funding resources
- Independent research experience
- Research with opportunities for collaboration
- Evidence of successful collaborations
- Cross field or interdisciplinary background
- Contributor in multiple areas; multidisciplinary
- Quality publication productivity
- Interest from other employers
- Research, teaching or other skills that are a “fit” for the department
- Anticipated contributions to the department
- Focus on mutual success
- Ability and willingness to teach diverse courses
- Individual and team teaching experience
- Will create and teach difficult, needed courses
- Unique experiences
- Related industry experience
- Relationship with/to respected colleagues
- Leadership experience
- Motivation
- Problem solving skills, with a brief example
- Demographic characteristics: gender; ethnicity; minority status; background
- Bi-lingual or multi-lingual fluency
- Prior connections for other faculty in dept (from networking at conferences)
- Demonstrated willingness to stay – ties to the community
- Strong customized cover letter
- Impeccable references:
 - Offer to draft points for letter writers about your strengths or a draft reference letter appropriate to the sender’s role; prior connections with people in the hiring department.

TO DIFFERENTIATE IN WRITING GRANTS

The following criteria were offered by a representative of NSF as being the most important:

- Intellectual merit
- Broader impact: outreach; public understanding of science; contributions to diversity