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
- Collaboration possibilities
- Internal support and sources of funding
- Support for external grant applications
- Departmental record of grant volume and value
- Culture
- 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”