Applying to Faculty Positions - A Workshop

N. M. Ravindra (Ravi)

04.04.2013
Part III: Negotiation

- You have been made an OFFER!
- Party Time! – The Ball is in your COURT!
- What are your Expectations?
- What are your Goals?
- Process of TENURE
- Growth Past TENURE
You have been made an OFFER!

• Define **YOU** - Theorist, Experimentalist, Both?

• Start-up Funds – Theorist – Computers, Software Packages

• Experimentalist/Both – Lab Space, Equipment, Maintenance

• Common to all this – Salary, Summer Salary Post-Doc, Graduate Student/s, Undergraduate Student/s, Technician/s, Software Licensing, Travel for Conference/s

• Growth Opportunities – Tenure, Promotion – Any shortcuts? (I CAN’T WAIT FOR 5 YEARS!), Networking & Beyond

• Place of Work and the Work Environment – Diversity, Open/Close Door, Transparency, Mentoring, Chair, Administration
Party Time! – The Ball is in your COURT!

- Careful Planning – Short Term & Long Term
- Implementation – Identify Mentors, Collaborators, Friends
- Balance – Teaching, Research & Service
- Publish – or Perish
- Proposals - Money, ..., Money!
- Know your Surroundings!
What are your Expectations?

- **Short – Term**: Teaching Courses, Submitting Proposals, Winning Grants, Supervising Students, Publishing Papers in High Impact Journals – Serving on Committees

- **Long – Term**: Tenure, Flexible work hours, Promotion, Raise in Salary, Intellectual Satisfaction, Think outside the box – forget about the box; intellectual property/patents/collaborations/joint-grants with Universities/Industry, Sabbatical

- Collaboration versus Competition

- Networking/Collaborations: The work place is good but the world is beautiful!
What are your Goals?

- **Productivity:** Self Assessment – always good; I am doing alright but can I do better?
- "For Working Mothers, there is no such thing as one right path [2]" – life is dynamic, it is unpredictable in spite of all planning – “do not make incremental decisions for your career based on future plans [3]."
- **Professionalism:** Do not bring your personal problems to the work place
Process of TENURE

- What is Tenure? : Tenure is immortal as along as I am immortal!
- Who else has Tenure: Judges, Justices
- Tenure = Job Security
- Tenure = Ability to lead/work independently
- THE PROCESS – Generally Transparent and has three + components –
  - Research ($$$, Publications, Awards/Fellowships, h-Index [1], Number of Citations, Number of students supervised)
  - Teaching (Lower UG, Upper UG & Graduate, New Courses Offered, Teaching Evaluations, Teaching related awards)
  - Service (Committees – Department, University, Professional Societies – IEEE, MRS, APS etc., External – NSF, DOD, NIH etc.)
- + Personality – always a plus!, Good Public Relations
- Always good to have unanimous support from the Department P&T
Growth Past TENURE

- Promotion ($$$?)
- The World is BIG & BEAUTIFUL!
- Apply to Other Universities – Better Opportunities? Time for Change? Change is always good; Use this as a Bargaining Tool
- Sabbatical – Enhance Research Skills/Collaborations/Networking
- Working With the FEDS – NSF, DARPA/DOD, DOE, NIH…….
- Edit Journals, Write Books, Outreach, Travel, ……..
I wish you all the very best

References:


4. Cartoon source: www.google.com