

Job Offer Comparison Sheet

University:

Department:

Location:

Departmental Link:

Initial questions to help fill out the sheet

- In an ideal world, how would you balance teaching, research, and service? If you could only do two of those things, what would they be?
- What are your deal breakers both professionally and personally?

Personal Money

- Salary
 - Raises each year?
- Summer salary?
 - Amount of summer salary:
 - How long is summer salary guaranteed?
- Affordability of City
- Cost of commute:
- Moving expenses covered?
- Cover a home-buying visit?
- Help with purchasing a home?
- Family and medical leave policies (also in the Family Fit category)
- Family and medical benefits/premiums (also in the Family Fit category)
- University specific perks (Also in the Family Fit category)
 - Free tuition for kids?
- Retirement benefits (also in the Family Fit category)

Professional Money

- Range in start-up funds
- For how many years is the typical start-up package?
- How fast do you have to spend start-ups?
- Any renewable pots of money/discretionary funds?
- Ease of getting departmental/university research funds
- Do space renovations come out of start-up costs?
- Grant expectations/pressure (also in Tenure Clock category):
- How are the graduate students funded (also in Ability to do Research category)?
 - How long are graduate students funded
 - How easy is it for graduate students to get money to attend conferences/do research?
 - Are graduate students given computers?
 - When do graduate students start teaching, especially to cover stipend?
 - How good are graduate health benefits?

Ability to do Research

- Is there a subject pool?
- Shared lab space?
- Space for lab adequate?

- Administrative support overall
- Administrative support for grants:
- How well can the department set up for future goals and success?
- Access to important populations/community samples?
- Are there relevant centers/institutes for your work?
- Ease of getting/hiring lab managers and postdocs?
- How is the undergraduate student quality?
- How are undergraduate RAs typically compensated (volunteer, course credit, or money?)
 - If money, is there department/university resources to pay them? Do they qualify for work study?
- How is the graduate student quality?
- Ease of getting graduate students as a junior faculty
- Ease of getting graduate students in general (is the # capped?)
- How are the graduate students funded (also in the Professional Money category)?
 - How long are graduate students funded
 - How easy is it for graduate students to get money to attend conferences/do research?
 - Are graduate students given computers?
 - When do graduate students start teaching, especially to cover stipend?
 - How good are graduate health benefits?
- Average # of graduate students per faculty

Teaching

- Teaching load
 - Ability to stack classes
- Do courses typically have TAs?
- Acceptability of multiple choice over essays/open ended responses for assessments?
- Flexibility in designing courses you want to teach?
- Types of courses you'd be expected to teach:
 - Is the hire for a specific course?
- Course releases for junior faculty?
- Course releases for grant holders?
- Class size cap? If so, what is it?
- Average number of preps in a year
- Average number of preps overall pre-tenure

Service Expectations

- Service expectations of junior faculty
- Service expectations post-tenure
- System for acknowledging/rewarding informal service and mentorship?
- How valued is graduate student mentorship?

Tenure Clock

- Percent of faculty in the last 15 years to get tenure:
- Tenure clock length:
 - Any chance to try again?
- Number of times you are evaluated before tenure
- Are other forms of teaching evaluations outside of student evaluations included in the tenure packet?
- Any pre-tenure sabbaticals?:

- Mentoring Program?
 - Faculty assigned a senior mentor?
- Types of faculty development opportunities in the university
- Specific tenure/promotion expectations (what counts as scholarship? Grant application submissions or only successful applications)
- Grant expectations/pressure (also in Tenure Clock category):
 - What counts as a “large grant”?
 - Do you need a grant for tenure and if so, what kind?
 - How many faculty members had a large grant when they went up for tenure?
- Clarity/transparency around tenure expectations:
- Any tenure clock extensions for life events?
 - Are the extensions automatic or by request only?
- What is the alignment between department and university expectations? (if the department recommends tenure, how often is tenure granted by university?)
- Question to ask: who was the last person to get denied tenure or not go up? What happened?

Departmental Culture

- State of the department over time (how has the department changed and where is it going?):
- Departmental values (and do they align with personal values):
- Research overlap with faculty within department
 - Research distribution by area: how big is your area?
- Research overlap with faculty outside the department
- How often do faculty collaborate?
- Level of tokenism within the department (Only person who pre-registers? Only Black faculty? Most savvy stats person?)
- How big of a voice do junior folks have within the department?
- Sense of community
 - From the POV of an undergraduate/lab manager
 - From the POV of a graduate student
 - From the POV of a postdoc
- Does it seem like the department wants me?
- Percentage of POCs in the faculty
- Level of conflict/toxicity within the department
 - # of Assholes
- Ratio of assistant to associate to full professors
- Number of lectures/adjuncts.
- Plans for future hiring
- Relationship between department and university?
- Prestige of the department
- Level of autonomy within the department?

University Culture

- University values (and do they align with personal values):
- Does the University genuinely care about DEI?
- What was the University’s response to COVID?
- Percentage of POCs in the student body
- IRB/level of bureaucracy
- Financial health of the institution

- Prestige of the University
- Number of women, BIPOC, and LGBTQ+ people in positions of leadership?

City Culture

- Livability of the City
- Length of likely commute:
- Area weather and its desirability:
- How is the city and area for Black people?
- Percentage of POCs in the city
- How is the city and area for LGBT people?
- How good is the public transportation system?
- Do state politics align with personal politics?
- Does the city have things that you like to do (e.g., outdoors stuff, music, theater, and museums)
- Ease of traveling in and out of the city (to visit family/friends or attend conferences!)
- Cultural food and hair options available?

Family Fit

- Potential for a spousal hire?
- Potential for partner to get a job?
- Dating scene?
- Proximity to family
- Proximity to friends
- K-12 school quality
- Do the faculty have young children?
- Is this a family friendly department?
- Family and medical leave policies (also in the Personal Money category)
- Family and medical benefits/premiums (also in the Personal Money category)
 - IVF/Queer health
- Access to specialized medical needs
- Proximity to faith communities
- University specific perks (Also in the Personal Money category)
- Retirement benefits (also in the Personal Money category)

Other Job Market Resources

- Academic Job market Materials collated by Laurel Joy Gabard-Durnam:
<https://www.plasticityinneurodevelopmentlab.com/resourcesforresearchers/project-three-cws4s>
- Academic Job Market Materials collated by Dr. Veronica Caridad Cruz Rabelo
<http://www.veronicarabelo.com/resources>