

Factor related to research productivity	R1	PUI
Startup	low 6-fig to low 7-fig	zero to low 6-fig
Technician	probably	highly unlikely
PhD Students	required	nope
Master's Students	maybe	maybe
Postdocs	probably	quite unlikely
Direct undergraduate mentorship by PI	optional	expected or required
Lab space	okay to amazing	horrible to great
Pre-tenure service expectations	very low to moderate	moderate
Access to equipment and core facilities	okay to spectacular	nothing to good
Library access	pretty good	not as good
Invitations to working groups that write big papers	quite possible	less likely
Courses taught per year	0-3	3-8
Class size	grad seminar to >1000	<10 to a few hundred
TAs for big lectures	to be expected	maybe
Expectations for students to be able to access you outside office hours	not part of institutional culture	varies widely
Who writes the manuscripts?	PI, postdocs, grad students	It's all YOU, baby! or an undergrad who you are mentoring a lot
Who does the labwork and fieldwork?	technicians, grad students, your grad students' undergrad helpers	you and your undergraduate mentees, maybe some volunteers
Who is the best in the lab at coding?	probably a postdoc or senior PhD student	definitely the PI
Who trains new students in the lab	various lab members	PI, maybe outgoing students
Do you have REUs supplied to your lab for the summer?	maybe	less likely
What is the research culture on campus over the summertime?	moderate to robust	absent to mild
If you randomly step into the lab 9-5 M-F, what are the odds that someone is there doing science at that moment?	pretty good	very low to moderate
How many recommendation letters do you write?	moderate to a lot	moderate to a lot
Someone down the hall who does similar research	probably	fat chance
Supportive colleagues	maybe	maybe
Expectations for productivity from collaborators and peers off campus	high	low
Pre-award office	Substantial	non-existent to helpful
Post-award management support	okay to amazing	non-existent to helpful
Institutional readiness for IRB and IACUC	well-oiled machine	non-existent to helpful
Healthy working environment	maybe	maybe
Job satisfaction	low to high	low to high
How hard is it to leave campus during the academic year?	easy to difficult	moderate to impossible
Importance of teaching in the tenure decision	low	critical
Importance of publications in the tenure decision	critical	moderate to critical
Number of publications expected at tenure	a whole bunch	one to many
H-score threshold for tenure	might exist	what's an h-score?
Expected prestigiousness of journals one publishes in	medium to stratospheric	nil to moderate
Importance of submitting proposals in tenure decision	critical	moderate to critical
Importance of landing major funding in tenure decision	high to critical	low to high
Who controls the purse strings?	probably chair/head	probably dean/provost