What grad school didn’t teach me: Negotiating and managing a start-up package

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INTRODUCTION

- Doctoral and post-doctoral education teaches scholarship, grant writing, managing personnel, etc.
- Gap in training: Negotiation and financial management
- Obtaining and using a start-up critical to success
- This project addresses gap in training by:
  1. Identifying strategies to maximize and use start-up
  2. Disseminating to UC Davis students and post-docs

METHODS

- Lit review to identify common questions and advice
  - Nature’s faculty and postdoc series, CHERI, blogs, message boards, etc. [1-3]
  - Focus group with junior and senior science faculty
    - Discussed lit review findings and own experiences
    - Brainstormed questions about common issues
- Survey design (Qualtrics; Provo, UT)
  - Condensed focus group questions
  - Demographic data: US census [4]
  - Research institution: Carnegie classification [5]
  - Research area: expanded Biglan classification [6]
- Reviewed by junior and senior arts faculty
- IRB exempt (IRB # 1415619-1)
- Distributed via email and social media

PURPOSE

Maximize success of doctoral students and post-doctoral scholars negotiating and managing their first start-up

PRELIMINARY RESULTS

- Opened $\text{\textit{n}} = 82$
- Complete $\text{\textit{n}} = 57$
- No consent $\text{\textit{n}} = 13$
- Partial $\text{\textit{n}} = 12$

FUTURE DIRECTIONS

- More data, more diverse sample
- Analysis
  - Recommended strategies
  - Patterns by research area, identity, etc.
- Seminar to disseminate info and teach strategies
  - September/October 2019

REFERENCES

[4] US Census Bureau, 2018

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