Academic Career Readiness Assessment (ACRA) Framework
For Upcoming Professors in Science

To be competitive for a Faculty position, applicants should be able to demonstrate the following competencies:

Level 4
- Maintain multi-lab collaborations
- Be recommended by leaders in the field
- Obtain funding for own ideas from large agencies
- Develop a long-term vision for own research
- Present research accomplishments & goals in job talk
- Supervise others on research project
- Produce high-impact, 1st author papers
- Design appropriate projects for undergraduates
- Use evidence-based teaching methods

Level 3
- Maintain collaborations with one other lab
- Be recommended by external collaborator
- Co-author proposals funded by large agencies
- Develop a short-term vision for own research
- Present research to scientists at conferences
- Manage an entire research project independently
- Produce 1st author papers regularly throughout career
- Mentor undergraduate students
- Design curriculum and/or teach different courses

Level 2
- Propose & initiate new collaborations
- Be recommended by collaborator at current institution
- Write portions of proposals funded by large agencies
- Develop original, impactful research ideas
- Present research to colleagues (within institution)
- Manage a sub-component of a larger project
- Produce low-impact/secondary author papers
- Mentor graduate students and postdocs
- Teach a full course one or more times

Level 1
- Participate in pre-established collaborations
- Be recommended by past or current advisor
- Obtain small grants or fellowships
- Demonstrate knowledge of field
- Present research to peers (lab or program)
- Run experiments independently
- Read, evaluate and integrate scientific literature
- Identify appropriate mentors for self
- Guest lecture or TA a class

Basic
- Target skill level in order to be considered for a position at a non-research, teaching-focused institution (Associate, Undergraduates Only)
- Target skill level in order to be considered for a position at a research-focused teaching institution (Baccalaureate, Master's granting, Primarily Undergraduate and Majority Undergraduate)
- Target skill level in order to be considered for a position at institutions with high research focus (RT or research/doctoral universities and medical schools)

Skills category ranking by order of importance
- **Essential skills**: Candidates must demonstrate these skills to be considered for a position.
- **Preferred skills**: Preference will be given to candidates who demonstrate these skills.
- **Useful skills**: Demonstration of these skills can be beneficial in an application.