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:

Target skill level by type of institution

- **Teaching only**
  (Associate, Undergraduates Only)

- **Research and Teaching**
  (Baccalaureate, Master's granting, Primarily Undergraduate and Majority Undergraduate)

- **Mainly research**
  (R1 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.