The faculty of the FRWC strongly believe that junior faculty should be able to address the following questions for their specific academic appointment. Answers to these questions may be obtained from the Department Business Officer (DBO), Department Chair, or Dean's Office.

1. What is your academic series?
   a. Ladder rank (tenure track)?
   b. In Residence?
   c. Adjunct?
   d. Clinical?
   e. Clinical X?

What are the implications of this series for your salary stability, future funding sources, space assignment, ability to have graduate students, and retirement benefits?

2. What is your salary and what is your source of salary support?
   a. FTE?
   b. Research grants?
   c. Departmental funds?
   d. Clinical collections?
   e. Clinical trials?
   f. VA funds?
   g. Hospital funds?

Do you have a salary guarantee, and, if so, for how many years? What will happen if you have a salary shortfall after your guarantee ends?

3. Do you have formally assigned space (including office), or will you be working in space assigned to another faculty member? Where is it located and how many square feet are assigned? Is the space paid for by your grants or by the Department?

4. What is your APU (Academic Program Unit) and how does this affect your future retirement benefits? If you have VA funding, what is your UC percentage and how does this affect your future UC/VA retirement benefits?

5. What are your teaching responsibilities? Do you belong to a specific graduate program, and do you need to recruit graduate students from other programs?

6. Are you a member of any organized research units (ORUs) such as:
   • Cancer Center
   • Stein Aging Institute
   • Clinical Investigation Institute
   • Institute for Molecular Medicine
   • Center for AIDS Research

What rights and duties are required for membership in these units?

7. What are your University service and committee requirements?

8. Have you identified a senior faculty member who can act as your mentor and advisor? Are you familiar with the NCLAM program, which offers a formal mentoring program?