



Staffing Your TTO: Hiring Trends in University Technology Transfer



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www.GardnerISP.com

Hire Standards.



Meet The Presenters

- ▶ Glen Gardner



- ▶ David Winwood



Background

- ▶ Gardner Innovation Search Partners, a recruiting firm specializing in:
 - Technology Transfer
 - Commercialization
 - Intellectual Property Management
 - Economic Engagement
 - Venture Development
 - External Innovation Management
- ▶ Clients include universities, national laboratories, research institutes, and hospitals



TTO Structures

- ▶ Cradle to Grave
- ▶ Hierarchical - add more layers for career growth
- ▶ Different Office Size



Growth Opportunities in a TTO

- ▶ Challenges with the flat structure of TTOs
- ▶ Leader, workers and administrative support
- ▶ How can staff advance career without moving on/out?



Salaries



<https://gardnerisp.com/salary-survey-technology-transfer-office/>

- ▶ Losing talent to industry
- ▶ Competition
- ▶ Salaries increasing
- ▶ Bonus structures
- ▶ Mission of Tech Transfer
- ▶ Equity in the Office



Remote/Hybrid/Full Time



- ▶ Number one challenge post-pandemic
- ▶ TTO adapted and were able to continue work uninterrupted
- ▶ Remote meetings more acceptable
- ▶ University policies about return to office



VISAs and Bringing in New Talent from Around the World



- ▶ International talent brings diverse qualifications and different business processes
- ▶ Be open minded to sponsoring VISAs



Internships and Fellowships



- ▶ Grow your own talent
- ▶ Formalize Internship/Fellowship Opportunities
- ▶ Structures of Internships
- ▶ Give your senior licensing manager a chance to manage the interns



Office Exchange

- ▶ Swapping talent with other offices - Domestic or International
- ▶ Challenges: Funding, Management



Qualifications of Candidates

- ▶ Education requirements
 - ▶ PhD or not?
 - ▶ MBA
 - ▶ JD
- ▶ Patent Agent
- ▶ CLP
- ▶ RTTP
- ▶ Try not to be rigid in educational requirements



Transitioning from Industry, Law Firms Service Providers, VC, Startups

- ▶ Attracting talent from other industries
- ▶ Integrating talent from other professions



Where to Post Jobs

- ▶ AUTM Career Center
- ▶ LES
- ▶ LinkedIn
- ▶ Diversity Job Boards - little to no responses
- ▶ Indeed
- ▶ Post and Pray 😊



Deal Sheets



- ▶ <https://gardnerisp.com/the-benefits-of-a-deal-sheet-in-technology-transfer/>
- ▶ Important to keep a running deal sheet



Training Opportunities



- ▶ <https://autm.net/careers-and-courses/webinars>
- ▶ <https://autmfoundation.com/news/susan-riley-keyes/>
- ▶ <https://www.lifearc.org/careers/fellowships/>
- ▶ <https://faes.org/>



QUESTIONS?

