SBN 2008 : Education Event

Build your career:
put your best foot forward

Joan C. King, Ph.D.
Master Certified Coach
& Coach Trainer

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Baylor College of Medicine,
Chair of the Education Committee
Build your career
Step by step

Presentation
• Set the background for the session
• In no more than thirty minutes

Small group discussion
• Facilitators - discuss your concerns
• Switch facilitators after 20 minutes

Large group discussion
• To explore what the groups have learned
Topics

How to prepare for a scientific career
- that has teaching as a main component
- with emphasis on how to gain teaching experience and be competitive.

What do post doc & faculty candidates have to keep in mind when they apply for positions
- that have a strong research component and yet involves teaching;
- guidelines regarding the parameters they will be evaluated upon and what to keep in mind when they apply to such positions.

Balancing
- career and life
- for new faculty members.
“a social construction rather than an objective reality”

“a dynamic concept rather than a static truth.”

A multidimensional model of career success

- Performance
- Advancement
- Factual contribution

Interpersonal Achievement

- Recognition
- Cooperation
- Perceived contribution

Intra-personal Achievement

- Self – development
- Creativity

Perceptions & feelings of:
- Security
- Satisfaction

Relationship with the outside world

Focus on self

Take advantage of the facilitators to explore issues

Just as a camera lens adjusts to bring an image into focus,
explorations into the dimensions of our careers focuses and clarifies its direction.
How to prepare for a scientific career

- that has teaching as a main component
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M. Susan Smith
- Former Director, Oregon National Primate Research Center, Senior Scientist/Professor

Phyllis Wise
- Provost and Executive Vice-President at the University of Washington (UW)

Bert O’Malley
- Chair, Department of Molecular and Cellular Biology

Mike Friedlander
- Chair, Department of Neuroscience

Baylor College of Medicine
Teaching

I’ve had postdocs who went on to essentially teaching jobs at smaller schools.

If you are interested in a teaching position, you should demonstrate that interest by making extra efforts to gain teaching experience.

Document these experiences in your application and your CV.
There are many more opportunities for graduate students today to learn how to teach.

UW has several programs which record students teaching and feedback from those who received teaching awards.

If you are interested in a teaching position, take advantage of programs at your university and national programs.
Bert O’Malley

Teaching team
- Teaches the graduate students/postdocs
- Content
- How to present

Credentials
- Taught how to teach
- Teach
- Reference letter
It is difficult to succeed in a Ph.D. Program without the main emphasis on research and take responsibility for ensuring that they get the appropriate experiences and mentoring … if that is something they see in their future career.
Facing the Truth

So you want to apply to teaching-oriented colleges but don't have any classroom experience?

By JAMES M. LANG
Last month I visited two research universities to give talks to graduate students about how to prepare themselves to apply for — and succeed in — faculty positions at colleges that put a higher premium on teaching than research.

"I'm in the sciences," he said, "and we don't teach in my graduate program. If I finish my degree without any teaching experience at all, will I have any hopes of getting a job at a school like yours?"

- "I'm sorry to be the one to say it to you," I told him, "but without any teaching experience at all, a search committee at my college wouldn't consider your application."
Tips about gaining teaching experience.

“Teach an occasional adjunct course at colleges or programs outside of the undergraduate division of your doctoral university”

“Take a sabbatical replacement position at a teaching institution for your first position out of graduate school”

“Take a teaching postdoctoral position. Such posts offer the opportunity to teach as well as continue your graduate research”
“People who succeed at what they do

• Tend to keep doing it.

Success…not money

• Creates happiness.

Does Happiness Promote Career Success?

- a link between happiness and workplace success – researchers cannot disentangle
- whether happiness leads people to acquire jobs with greater autonomy
- or whether increased autonomy makes people happy.

In your discussion

- Bring up your concerns, consider your values
- Allow your facilitators to express their perspectives
- Ask questions
- Gain clarity about a step you can take NOW!
What do post doc & faculty candidates have to keep in mind when they apply for positions
• that have a strong research component and yet involves teaching;
• guidelines regarding the parameters they will be evaluated upon and what to keep in mind when they apply to such positions.

I’ve thought about this a lot. We all do. We have postdocs and you sense those who have the drive and the ability to become independently successful.

This is not an easy time to enter into a research career in an academic setting.

Must have a drive and a passion for it & a willingness to work hard!

M. Susan Smith
Total and New Faculty 1970 to 2006 in US Medical Schools

Source: http://www.aamc.org
Publications – when I see a person who has finished a Ph.D. and has only one publication, I start getting nervous.

The habit of doing research and publishing is a learned habit. You either learn to do it or you learn to postpone. It’s what allows you to be successful to get a grant funded and then another grant.

Can you pose a question & tell a story?

Do they have ideas that will allow them to develop something independent – fundable grant?
Components of the application

Are they enthusiastic & committed?

- Follow up letter
- Letters of reference
- Publications
- Interview
- Extracurricular activities

Bert O’Malley
Process of selection

Letters of reference

• How good are the people who write the letters?
• Are they themselves known?
• How do they rank the students/postdocs among all of their trainees?
• What kind of laboratory citizens were they?
  • Do they make a lab go, helping other people?
  • Are they insular and selfish type of individual?
  • Do they share with others in a group setting?
Get to know

Why do they want to come?
Reason …should be scientific.
It’s a killer for me if they have not read the papers and know what the department is doing.

Have questions in mind for all the different interviews.

Presentation = 30 min - time for questions.

Chalk talk - where are you going in the future what do you have in mind to do?

Before the interview
• go over these things with the mentor.
• have this information early in the game.
Follow up letter from the candidate

- Shows an element of courtesy for the time invested by the faulty
- Expression of interest in the position
- We want to feel it is a good use of our time to continue the dialogue with them.
- May lead to another visit
- or extended discussions with them
- an offer.
Process of selection

Faculty Search Committee

Decisions and offer made

Selection followed by interview

Professors Committee
Head of the search committee presents their choices

Follow up phone calls to specific individuals

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Balancing

• career and life
• for new faculty members.

“Family constrains women’s
• access to career opportunities
• by imposing geographic restrictions
• and by encouraging them to favor jobs that facilitate work–family balance”

“Family structure
• had little effect on men favoring work – family balance in jobs.”

“Academics
• who favored department reputation and research support when seeking tenure-track positions
• were less likely to favor conditions offering work–family balance.”

First post for Ph.D. Programs leading to Ph.D. First post for Ph.D. Researchers in positions not senior > new Ph.D.s.

The single highest grade post of research

Programs which provide qualifications to enter into advanced programs.
Issues and challenges

Investment in your career

Balance and Well Being
Topics for discussion

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Balancing
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What step will you commit to take? by when?

You build your career!