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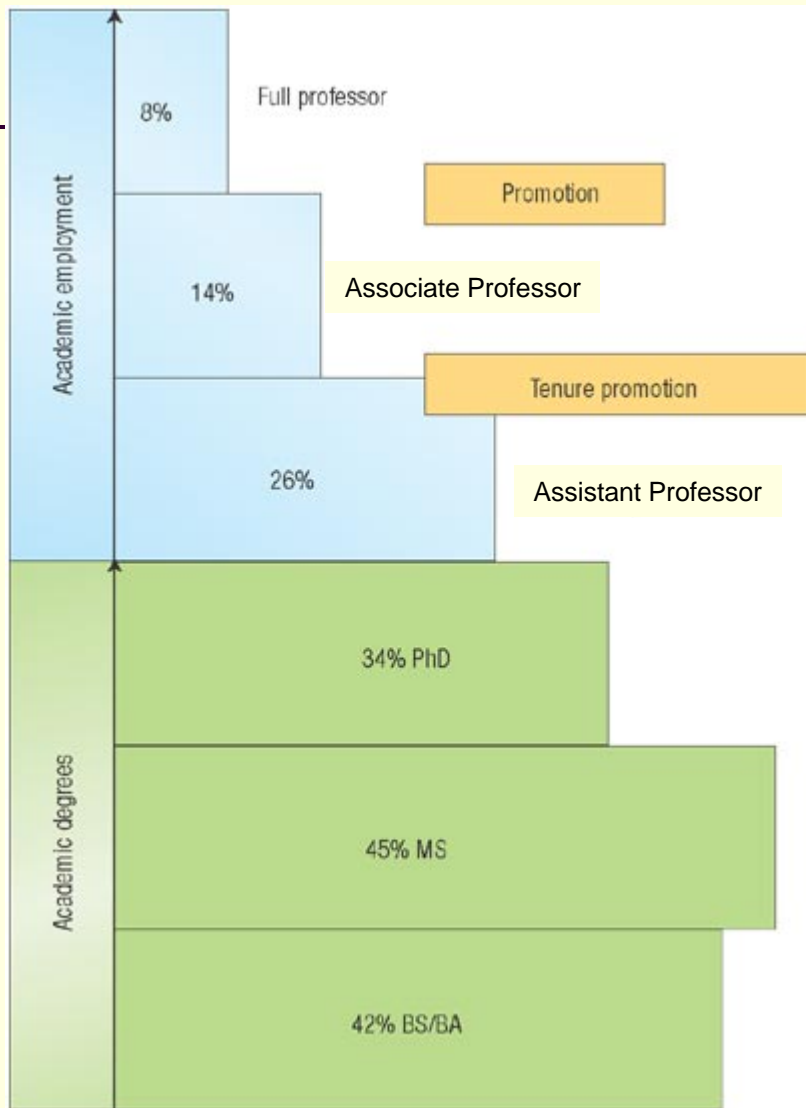
# Transition from Postdoc to Faculty

According to 1999 statistics, the median number of years new Ph.D.s were registered as graduate students was

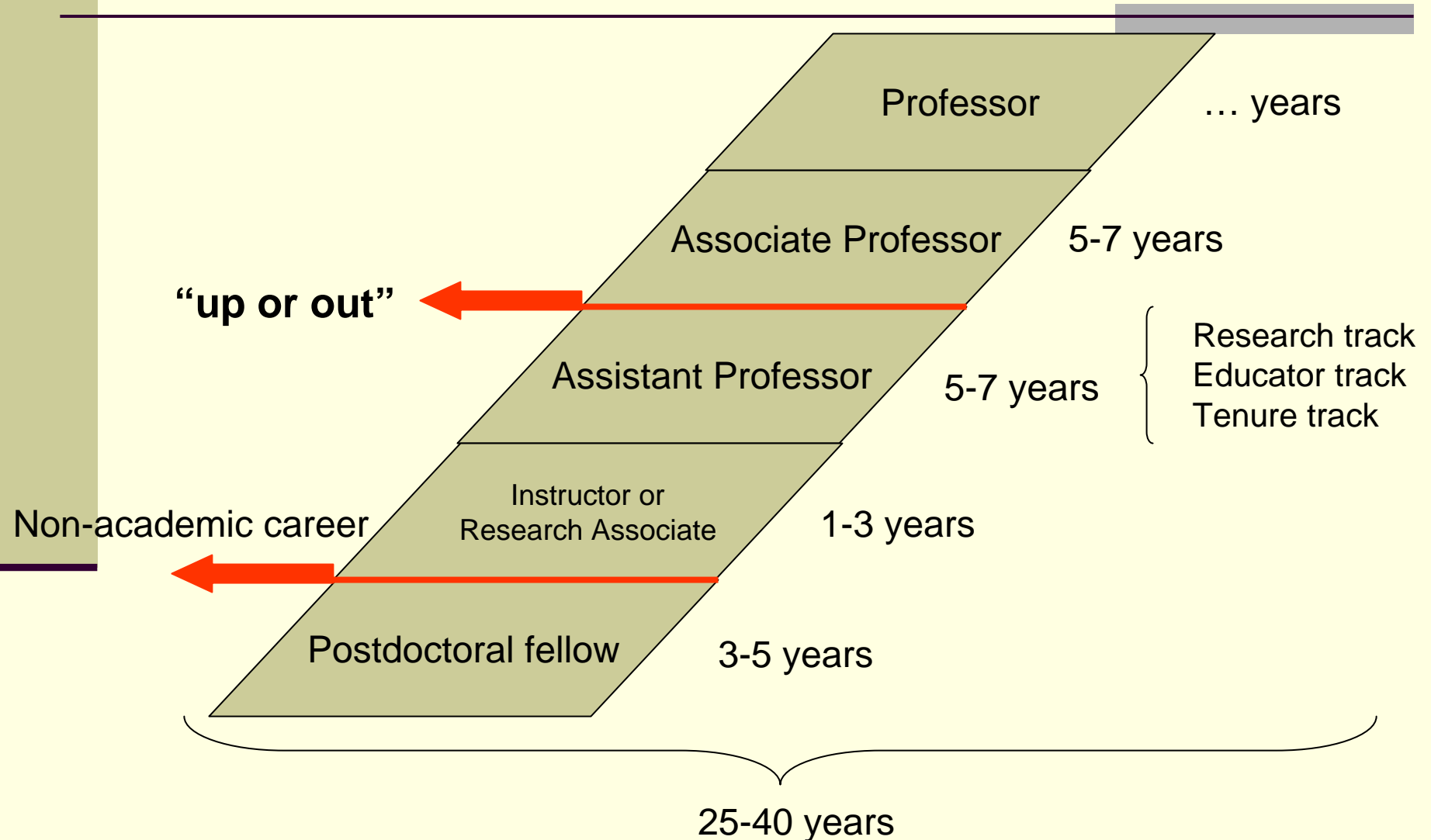
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■ Arts and humanities	8.9
■ Social science	7.5
■ Life sciences	7.0
■ Physical sciences	6.8

# How many get tenure-track and tenure positions?



# The academic ladder



# Where to start from?

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- What kind of career do I want: researcher, educator, both?

if I don't know where I am going how do I know I've arrived?

- What will be my metrics of success?

publications, grants, committee memberships, teaching awards, mentee growth

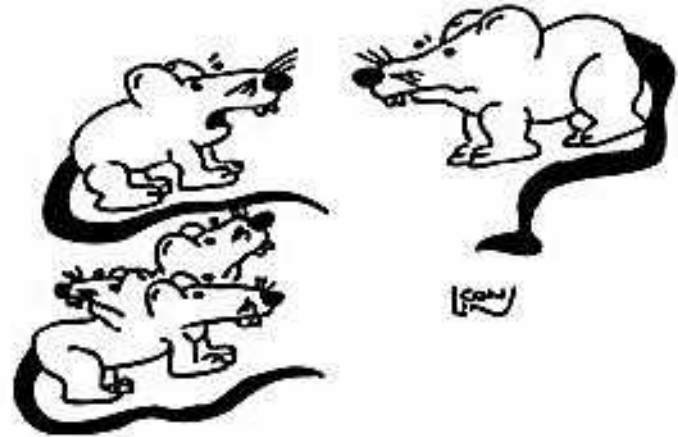
- How much of my spleen am I willing to give up to get there?

balance of professional and personal lives, frank assessment of outside commitments, personal needs

# Know what is expected of you

- Each track has its own expectations
- Understand the promotion criteria in your track
- What does the mentor want from you?
- Know yourself and be on the right track for you!

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**"But you must continue as a lab rat!  
Can't you see we have  
three mouths to feed?"**

# Mentor selection: the single most important professional decision you will make

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- Criteria to judge a mentor`s abilities:
  - previous mentee`s experience and current positions
  - Mentor`s status in the university and scientific communities
  - resources controlled by the mentor
  - stability of the research group
  - research output of the group
  - likelihood of supervised “ownership” of a project
  - mesh of personalities and work styles
- Made a mistake? Cut bait as soon as politically feasible
- Remember: Starter grants and K series of awards from the NIH are given out in large part with an eye toward “milieu”

# Postdoctoral fellowship in a renowned lab

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## Pros

- Reputation of the mentor will “rub on you” and will work for you in the future
- You have a better chance to get papers published in high impact journals
- More opportunities for the experts in the field to get knowing you and your work ( many of them are usually “buddies” of your mentor)
- Strong reference letters for your first faculty appointment
- Making a network of “useful” contacts

## Cons

- High level of competition among peers in the lab (project, time, sharing equipment etc)
- Enormous amount of “afterwork” hours in the lab - no time for private life
- You will have to move to another institution after completing the fellowship

# RESEARCH

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- Publishing
- Granting
- Developing a reputation

# Developing a Reputation: When Will “They” Notice Me?

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- How do people get invited to speak?
  - do a great job *whenever* you get a chance
  - build social networks
  - publish good papers
- Review manuscripts and grants:
  - enhances your own science skills
  - ask colleagues to help get your name out
  - e-mail associate editors
  - leads to editorial board, contacts, study section appointments later on

# Developing a Reputation: Accountability

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- Do what you said you would do  
Tardiness, sloppiness with tasks makes others view you as “flaky”, unreliable...it may reflect on your science, perhaps unfairly so....
- Being reliable results in both intangible and tangible benefits later on

# Be a social scientist too!



# Navigating your social networks

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- It`s not politics; it`s networking!
- A strong social network has many benefits
  - increased scientific collaborators
  - increased pool of favorable reviewers
  - increased opportunities for talks and reputation building

# Take advantage of your environment

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Research is too competitive to succeed as an island:

- Who do you need to know?
- What is your environment good at?
- How they can help you?

Conclusion: Interactions with neighboring labs

# Should I stay or should I go?

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## Pros

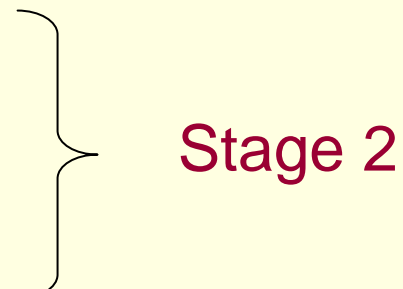
- They know you
- Can sustain projects
- Strengthens existing collaborations
- No start-up down time
- Mentoring issues
- No loss of “political capital”
- Less personal life strife

## Cons

- They know you
- Less leverage for a deal
- Senior faculty may still consider you a trainee
- At least one person there does what you do better
- The grass is always greener...
- Moving the family etc.

# To get the first faculty appointment

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- Well prepared (thought through, well written, well organized etc.) CV
  - Summary of Research Interests (past, present and future including your short and long-term career goals)
  - References or reference letters
  - Research seminar
  - Interviews
  - Offer letter – you made it!
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- Stage 2

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**GOOD LUCK!**