

# Transitioning from Post-doc to Faculty Member

*“some of what I wish I’d known”*

James Masuoka, Ph.D.

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Department of Pathology  
University of Virginia

Department of Biology  
Midwestern State University



# Preparation

- Know who you are
  - Research, teaching, both
  - Academia, private
  - Working in groups or “entrepreneurial”

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  - UVA Career Services Workshops
- These seminars
- Lab Management
- Teaching philosophy / approach
- Research topic / questions

# Lab Management

- Regulations
- Training
- Animal Work
- Waste (RAM, Chemical)
- Grant Management
- Personnel Management

# Teaching

- Experience
  - Community Colleges (GCC, PVCC)
  - Volunteer for guest lectures
  - Negotiate time from grant work
- UVA TRC workshops (August, January)
- Micro: ASM Kadner Institute
- Statement: how you teach, why you teach

# Research / Funding

- Start early
- “Money [can] make all the difference”. But, don’t let the search be paralyzing
- Evidence of the ability to obtain funding is useful
- Research Statement
  - Two forms: research position & teaching-heavy position
  - Grant proposal forms solid foundation for Statement (esp. research positions)
  - Have someone outside the field critically read it

# Networking

- Not simply “schmoozing”
- Building relationships
  - Departmental colleagues, classmates
  - Professional societies, local branches
  - National Postdoctoral Association
- Collaborators, Mentors, References
  - “Letter from nationally known investigator can give you a boost.”

# Process

- Start early (Preparation again)
- Statements & Vita
  - Done & polished: summer
  - Prepare to tailor to institution & position
  - PDF file of title pages of manuscripts
- Line up letters
  - Have a pool of references
    - Spreads the workload
    - Target group to specific positions
  - Send copy of announcement and your entire packet

# Process (II)

- Research the positions
  - Often problematic given deadlines, but it should be done
  - Future colleagues, research, courses, students, community
  - “Teaching Interests”
- Myself: applied to 40-45 positions
  - Most by e-mail, Several were standard online forms
  - “Try everything. You never know what will happen.”
  - Spreadsheet to track application materials

# Interviews

- Most initial interviews by phone
  - Helps to have prep time, privacy
- Scheduling issues (phone or on-site)
  - Travel: sometimes you have to arrange
  - Classes: if you're teaching a course now
  - Juggling offers and subsequent interviews
- Approach as having a conversation
- Not a performance

# Interviews – Going There

- Travel light
- You are being evaluated & you are evaluating
  - Likely only chance to see the facilities
  - Have list of research needs (preparation)
    - As mentioned by Prof. Norris: have to have, like to have & perfect world
    - Match lists: to needs and to startup funds
  - Also make a checklist for the community
    - Housing, fuel, schools, etc.

# Offers

- Again, juggling with subsequent interviews
- Negotiating (see Prof. Norris' talk)
- Know yourself (Preparation)
  - Family situation, budget
  - Real estate, schools
- Dealing with a move
- Tying up loose ends
  - Experiments
  - Papers
- Notification of acceptance

# Resources

- UVA Postdoctoral Office
  - [www.virginia.edu/vprgs/postdoc/](http://www.virginia.edu/vprgs/postdoc/)
- UVA Career Development
  - [www.hrs.virginia.edu/career.html](http://www.hrs.virginia.edu/career.html)
  - Emily Bardeen ([ebardeen@virginia.edu](mailto:ebardeen@virginia.edu))
- UVA Teaching Resource Center
  - [trc.virginia.edu](http://trc.virginia.edu)
- National Postdoctoral Association
  - [www.nationalpostdoc.org](http://www.nationalpostdoc.org)

# Resources (II)

- HHMI Lab Management
  - [www.hhmi.org/labmanagement](http://www.hhmi.org/labmanagement)
  - “Making the Right Moves”
  - “Training Scientists to Make the Right Moves”
- “At the Helm” – Kathy Barker
- AAAS: Science Careers
  - [sciencecareers.sciencemag.org](http://sciencecareers.sciencemag.org)
- Kadner Institute (ASM)
  - [www.asmgap.org](http://www.asmgap.org)

# Summary

- Start early
  - Preparation: statements, networking
  - Teaching experience
  - Funding opportunities
- Research the positions
- Interview as a conversation
- Know your needs: research & family

