

Getting a Position

And keeping it!

Location, location, location



- Where do you want to live?
- Where does your family want to live?
- Big city, small town, what part of the country?

The fit




- ❑ WHAT TYPE OF DEPARTMENT IS RIGHT FOR YOU?
- ❑ Size
- ❑ Ethos:
 - Research
 - Academic teaching
 - Clinical

Due diligence



- ❑ Use the internet:
 - Webpages
 - Google your interviewers
- ❑ Talk to others who know of the department
- ❑ Mentors
- ❑ Peers
- ❑ Friends of friends
- ❑ People from other departments:
 - Within the institution
 - Outside the institution

What is the reputation of the department?



- Does it eat its own?
- Does it have a track record of generativity?
- Is it on the “up side” or are the resources spent and it is on the decline?

Initial interview: General issues



- Are the people happy?
- Do they share your values?
- Do they play well together?
- What are the challenges faced by the department?
- Are things stable?
- What questions should you ask and to whom?

Initial Interview: Institution issues



- How is your potential Department viewed within the institution?
- What are the committee assignments?
- How is space handled?
- What is contracting like?
- What is the IRB like?

Initial Interview: Institution issues



- What is the reporting structure?
- What are the criteria for promotion?
- What is the timeline for promotion?
- Is there tenure?
- Is the Chair “here to stay”

Initial interview: Position specific issues



- What is the job?
- How does the job fit with your clinical goals?
- How does it fit with your research interests?
- Will you have protected time for research?
- How much teaching will you do?
- Are there secure sources of funds for you?
- Are the sources of funds aligned with your interests?
- Will you have your own space?
- Do they have the infrastructure to support your work?

Things to negotiate



- Salary
- Start-up funds
- Moving funds
- Space
- Time off
- Your role
- Protected time
- How you are paid

Things to think about



- Will the job make you smile?
- Will your new colleagues make you smile?
- Will your family be happy?
- Will you have the lifestyle you want?
- Did you get everything important to you in writing?

And keeping it

Some tricks of the trade

Getting there: “You gotta know the territory”



- ❑ Moves are always more stressful than you think: for you and your family
- ❑ Transitions take time:
 - Where is the dry cleaner?
 - How long does it take to get to work?
Start-up is always slower than you anticipate
 - New systems, new culture, new players

Getting established



- ❑ Meet with your new colleagues, find out what is important to them.
- ❑ Is there a fit with your work?
- ❑ Get to know and appreciate:
the staff, they make places work
 - the ethics committee
 - the contracts and grants people

Things to know



- ❑ It always takes twice as long to write a grant than you have time budgeted to do it.
- ❑ You need contracts and grants and the IRB to help with your grant
- ❑ Let mentors and colleagues critique your grants, they can help fix it before your review.
- ❑ Get the drafts to people early
- ❑ Do not let pride get in the way

Ways to get started



- Ask mentors if you can help them review papers
- Contact editors and send your CV and volunteer to review for them
- Meet and talk to people at meetings
- Ask people for help!

Ways to get started



- ❑ Writing up material from a mentor
- ❑ Writing up case reports and review articles that are relevant to your area of research
- ❑ Reanalysis of larger data sets

Sources of Research Funds



- ❑ Industry studies and single site add-ons
- ❑ NARSAD, Stanley Biomedical Research Foundation
- ❑ NIMH, NIDA, NIAAA
- ❑ VA
- ❑ Pilot projects funded by:
 - Institutional support
 - Philanthropy

The first review



- ❑ It always comes sooner than you think
- ❑ Start preparing early
- ❑ Find a senior mentor who can help you prepare for your review
- ❑ Ask the mentor to read any written material you have to submit
- ❑ Learn from the review, do not get discouraged

Usual criteria for promotion



- Peer-reviewed first author publications
- A theme of research
- Peer-reviewed funds
- Reviewing papers and grants
- Regional, national, international recognition
- Being a good citizen in your institution and community

Celebrate Success



- ❑ Enjoy your family, friends, and community and their accomplishments
- ❑ Celebrate your successes with those who love you, those who support you, and those who have helped you

An Academic Career



- You will work hard
- You will have wonderful life experiences
- Be sure that your job and your life make you smile
- Work is only a part of your life: family, friends, other activities are important parts of life.