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.