

Career Development & Academic Success



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1:30 – 2:15 pm



Career Development

- Definition: lifelong process of managing learning, work, leisure, and transitions to move toward a personally determined goal
- Average receives 122 emails/day and attends 62 meetings/month
- Your boss doesn't have the time to think through how best to deploy your talents to reach your career goals
- Going for months or years without introspection can lead you down a professional path that you didn't intend to be on



Career Development

- **Force yourself to set aside time**
- “Mastermind” group to meet regularly, discuss big picture goals, hold each other accountable for meeting them
- Others whom you trust challenge your thinking
- Open up new ideas you hadn’t previously considered
- Peer-mentoring



Career Development

- **Get clear on your next steps**
- “Pre-writing your CV - five years into the future
- New title and exact job responsibilities
- Fill in the intervening five years; specific skills you’ll need to develop in the interim
- What promotional path you’ll need to pursue in order to get there goal?



Career Development

- **Invest in deep work**
- It can be tempting to invest your time the same way everyone else does-putting in face time at the office, or racing to respond to emails the fastest
- But as you ascend in the organization, the ability to jump higher and faster becomes less important
- Marks you as successful is creating in-depth, valuable projects



Career Development

- **Build your external reputation**
- professionals are often taken for granted inside their own organizations
- Even if you stay at the same institution, cultivate a strong external reputation to remind your boss and colleagues that you are sought after and appreciated by others



Individual Development Plan

Name:

Position:

Department:

Supervisor:

Date:

Goals <i>To be achieved (from performance plan)</i>	Skills or Competencies <i>To be learned or acquired</i>	Resources <i>What is needed (money, time, etc.)</i>	Activities <i>Possible learning opportunities to try</i>	Status <i>(Start/Completed Results)</i>
Short-range <i>Critical within present position (1 Year)</i>				
Mid-range <i>Important for growth within present position (2 Years)</i>				
Long-range <i>Helpful for achieving career goals (3-5 Years)</i>				

Career/Future Plan

Who you are?

Analytical, driven, ambitious, perceptive, creative, enjoy working with numbers / money, inquisitive, systematic, disciplined

Education

A Levels – Maths, Chemistry, Physics
Masters – MChem
PhD – Computational Chemistry
MBA - Warwick

Employment etc

Sun Valley – factory operative
Exe Computers – owner/manager
Severn Trent Laboratories
- Analyst
- Team Leader
- Logistics Manager
E-Local Trading – Futures Trader

Personal preferences

Being involved in a competitive environment with opportunities for performance

Values

Maximise return on time, create efficiency, contribute to team objectives or perform as individual

Limitations

International experience, foreign language

My Goals:

Short Term

Work – Secure a position with opportunity for progression on demonstration of ability

Home – Visit brother in Canada. Support younger brother in developing surgery plans

Mid Term (2-5 yrs)

Develop into a senior role

Confirm commitment to long term relationship

Long Term >5yrs

Head business unit/venture

Support family situation

Current competencies, skills, knowledge, experience

Analytical, modelling, chemistry, logistics, systems, processes, project management, innovation

Interest rate futures markets, technical, fundamental, psychological

Management, property, trading, research, business improvement

Development needs and skills required for current job and future goals

Understanding of other investment techniques – to be satisfied by majoring in Finance during the MBA

Gain exposure to company strategy to add to day to day performance management experience and to lay foundation for more senior position

Participate in opportunities to create and develop new business units or entry into new markets.

Action Plan

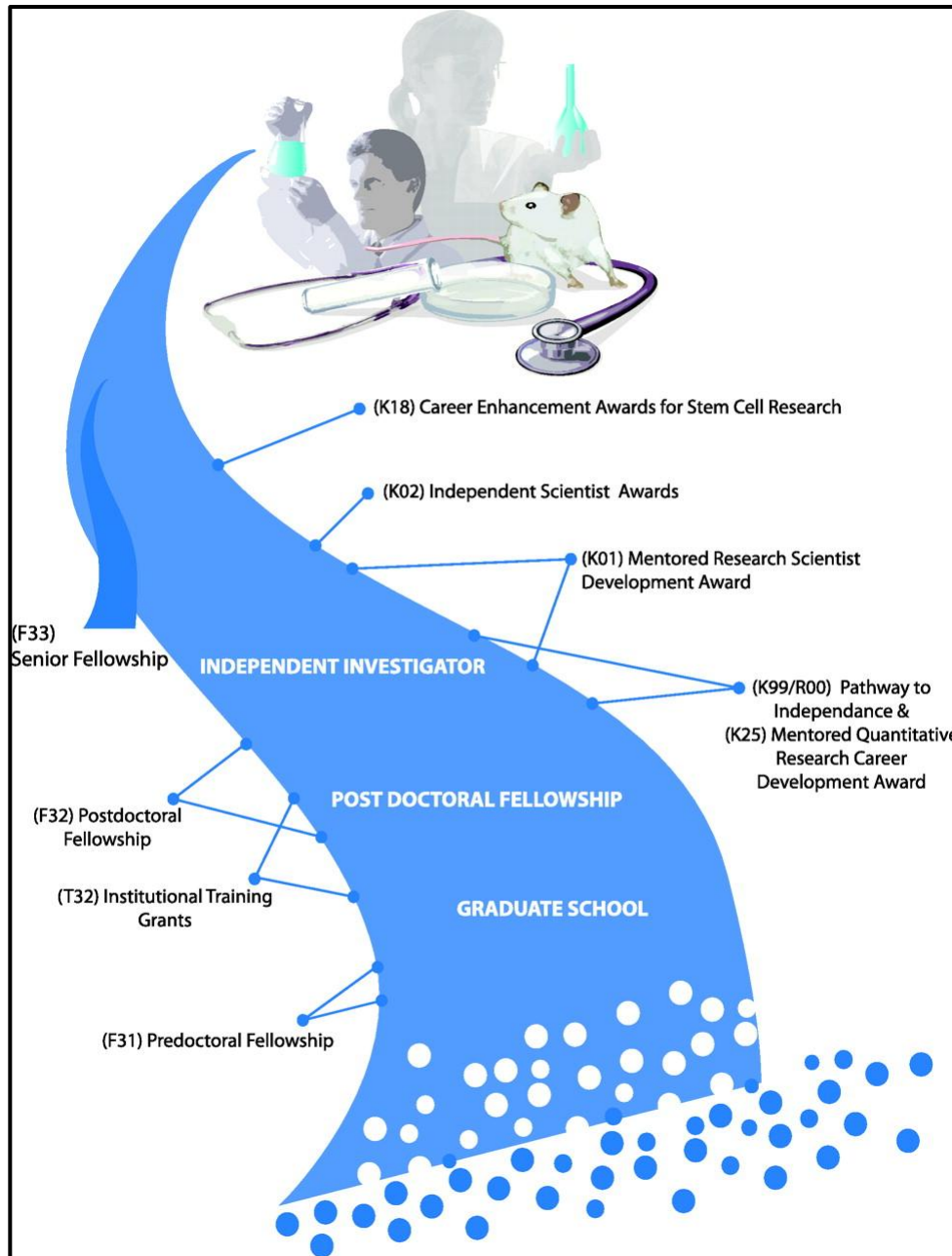
Develop plan to utilise MBA placement as an opportunity to experience and demonstrate ability to potential future employers. Investigate trading availability in sectors other than banking e.g. EON, BP

Transition to Research Independence

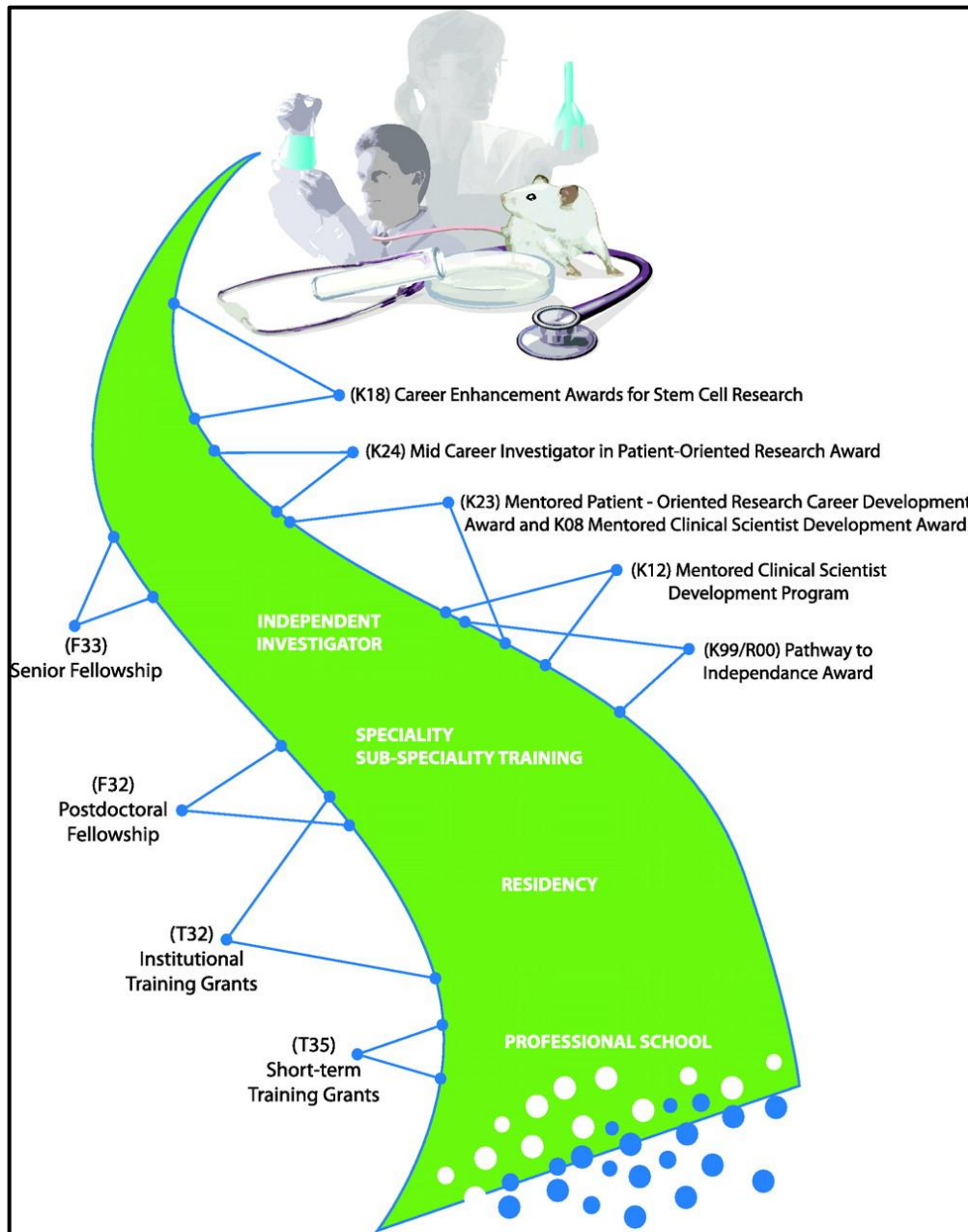
- **Watershed 1:** Support transition from postdoctoral training to the first junior faculty position
- **Watershed 2:** early years of the first faculty position represents another critical time in the evolution of a successful biomedical research career
- NIH funding opportunities for early career investigators can be organized by stage of career development and the type of terminal degree (PhD or MD; research versus health professional doctorate)
- The NIH offers a number of mechanisms, designated collectively as K Awards for this purpose.



Career development awards for individuals with a research doctorate (PhD)



Career development awards for health professions doctorate (MD, MD/PhD, DO)



Academic Timeline

Mentored

Residency Instructor

Assoc
Professor



Med
School

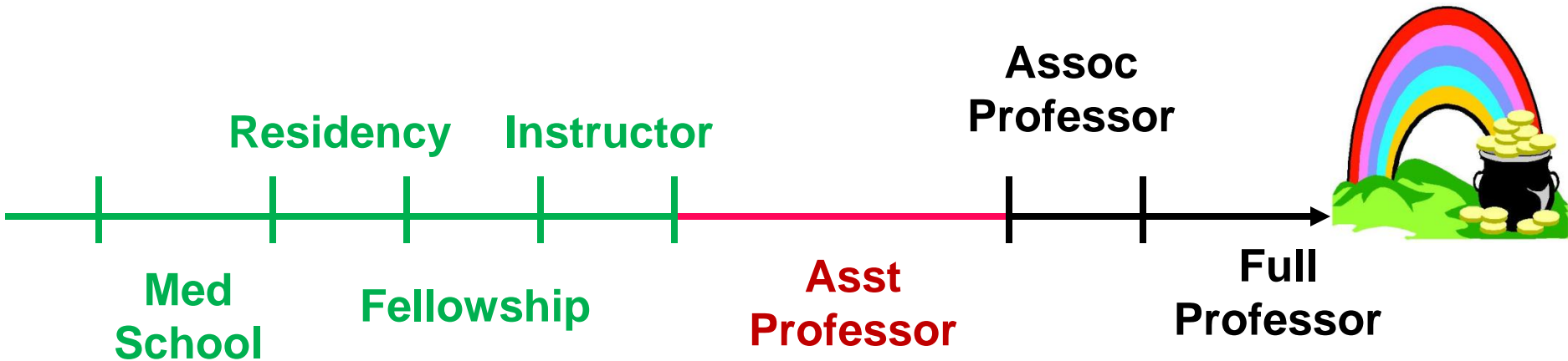
Fellowship

Asst
Professor

Full
Professor

Faculty

Your Goals



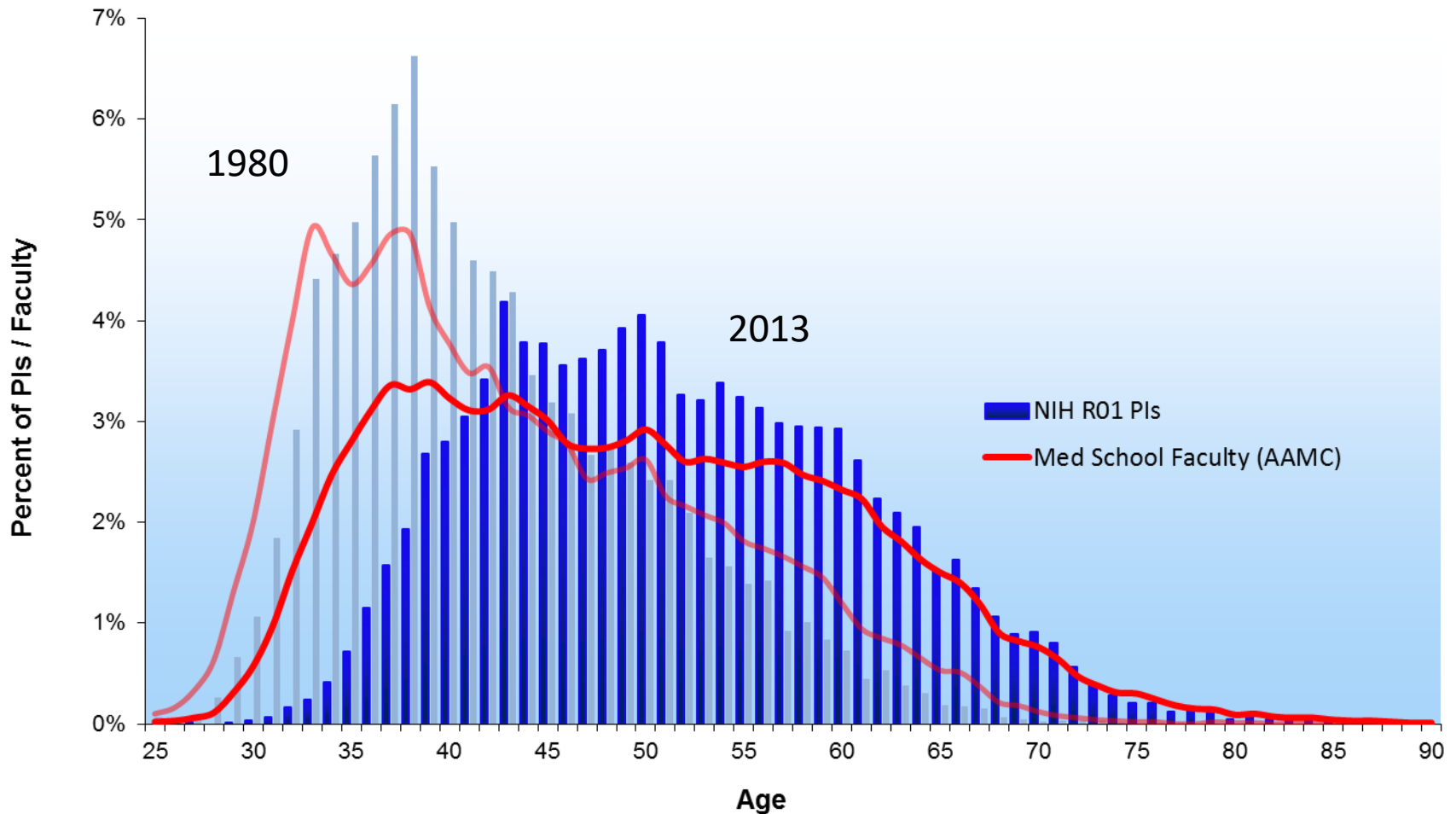
Immediate goal (present - 2 years): Develop projects that can be used to start an independent laboratory. Generate data and publish manuscripts that will allow me to obtain independent funding in the near future.

Longer-term goal (in 2-7 years): Develop an independent research program that is funded by federally sponsored grants.

R01 funding trends

1980: R01 funding at younger age

2013: faculty working longer and average age R01 40's



Top three areas to consider

- **Protected time**



- **Resources**



- **Scientific environment**





Protected time

- Maximize time spent developing your research projects.
- Early on, avoid taking on other responsibilities. Spend the time establishing your independent research program.



Protected time

- Clinical responsibilities
 - Clinic
 - Inpatient service
 - Medicine service
- Teaching responsibilities
- Institutional committees



Resources

- Start up package
- Core facilities
 - Transgenic, microscopy, flow-cytometry, procurement of human tissue samples
- Lab space
 - Special needs: working with virus
- Animal facilities



Start Up Package



- Does it expire? (All money is not equal!)
- If you obtain funding do you have to give start up monies back?
- What does the “start up package” need to cover?
 - Technician Salaries (3-5 yrs)
 - Equipment
 - Supplies (3-5 yrs)
 - Services (animal, radiation disposal)



Scientific Environment

- **Institutional attitude about research**
 - Interested in promoting basic science, translational, or clinical outcomes.
 - Given current funding climate does the institution have “**bridge money**” set aside if your grant is triaged?
 - Access to graduate programs with graduate students.
 - Access to undergraduates who are interested in research.

Scientific Environment

- **Institutional requirements for promotion & tenure**
- **How is progress tracked?**
 - Manuscripts and Grants
 - External reputation
 - Teaching, service to the institution and the profession



Academic Success

- Goals are different at different stages of ones career.
- Many different pathways to achieve goals and be successful in academics.
- Common themes regardless of stage in career:
 - Protected time
 - Adequate resources
 - Strong scientific environment

Academic Success Cycle

