



Strategies for a successful academic career

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Session Objectives

- Potential Pitfalls for Junior Faculty
- Understand what's important in building an academic career
 - Mentors vs. Sponsors
 - Academic Tools: Individual Development Plan (IDP)
 - Find out the best ways of presenting yourself and your achievements

Potential Pitfalls for Junior Faculty

- Too much service efforts
- Lack of mentoring or guidance
- Lack of discipline and perseverance
- Diffusion & Confusion (Gossip Trap)
- Exploitation

Faculty Lifecycle

**EARLY
CAREER**

**MID-
LEVEL**

**SENIOR-
LEVEL**

“Having a good mentor early in your career can mean the difference between success and failure in any field”

Nature :Vol 447|14 June 2007

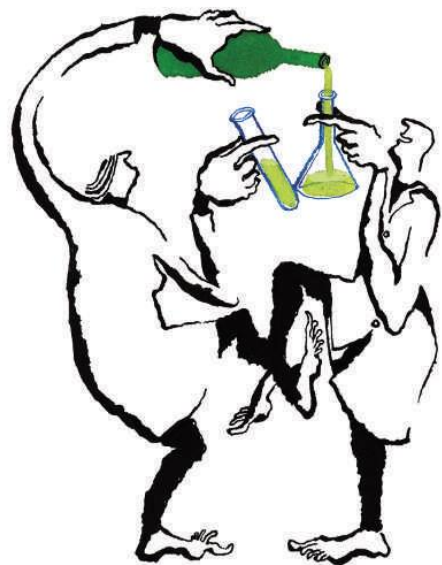
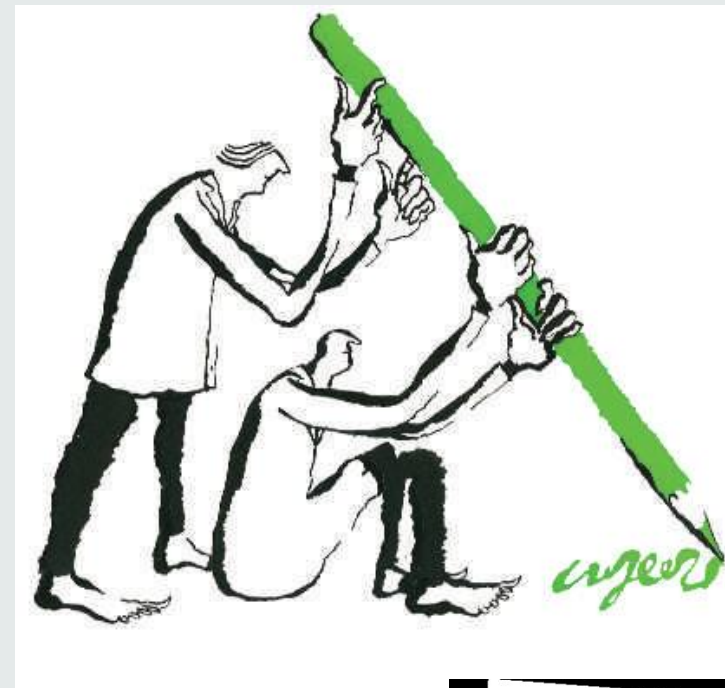
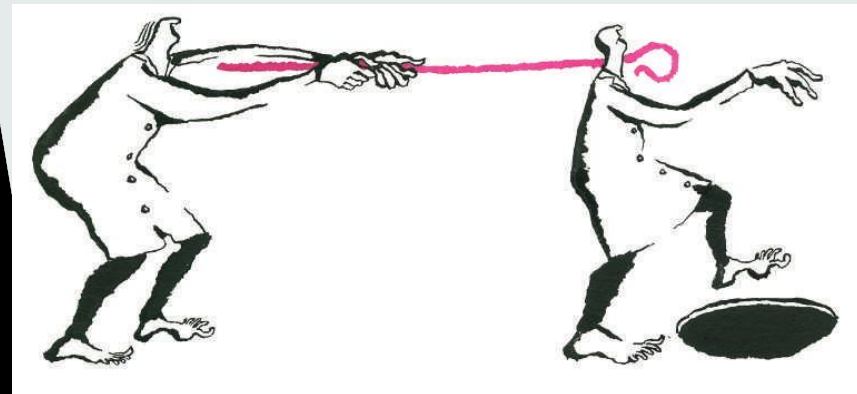
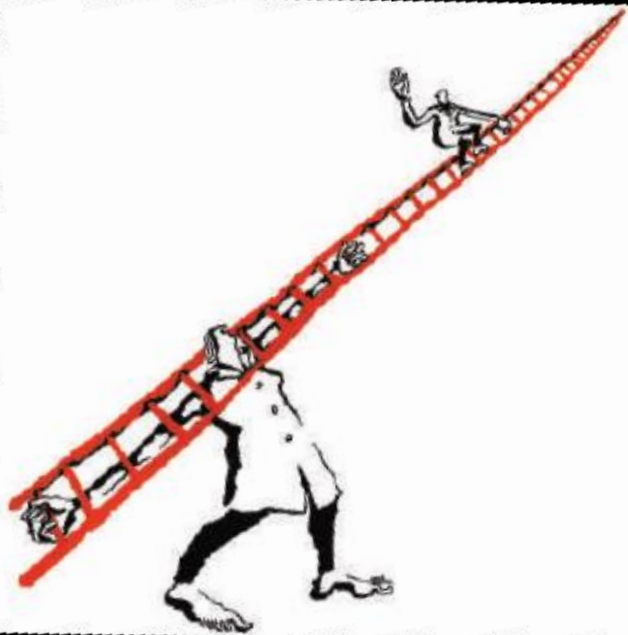


EARLY CAREER
Enlist mentors

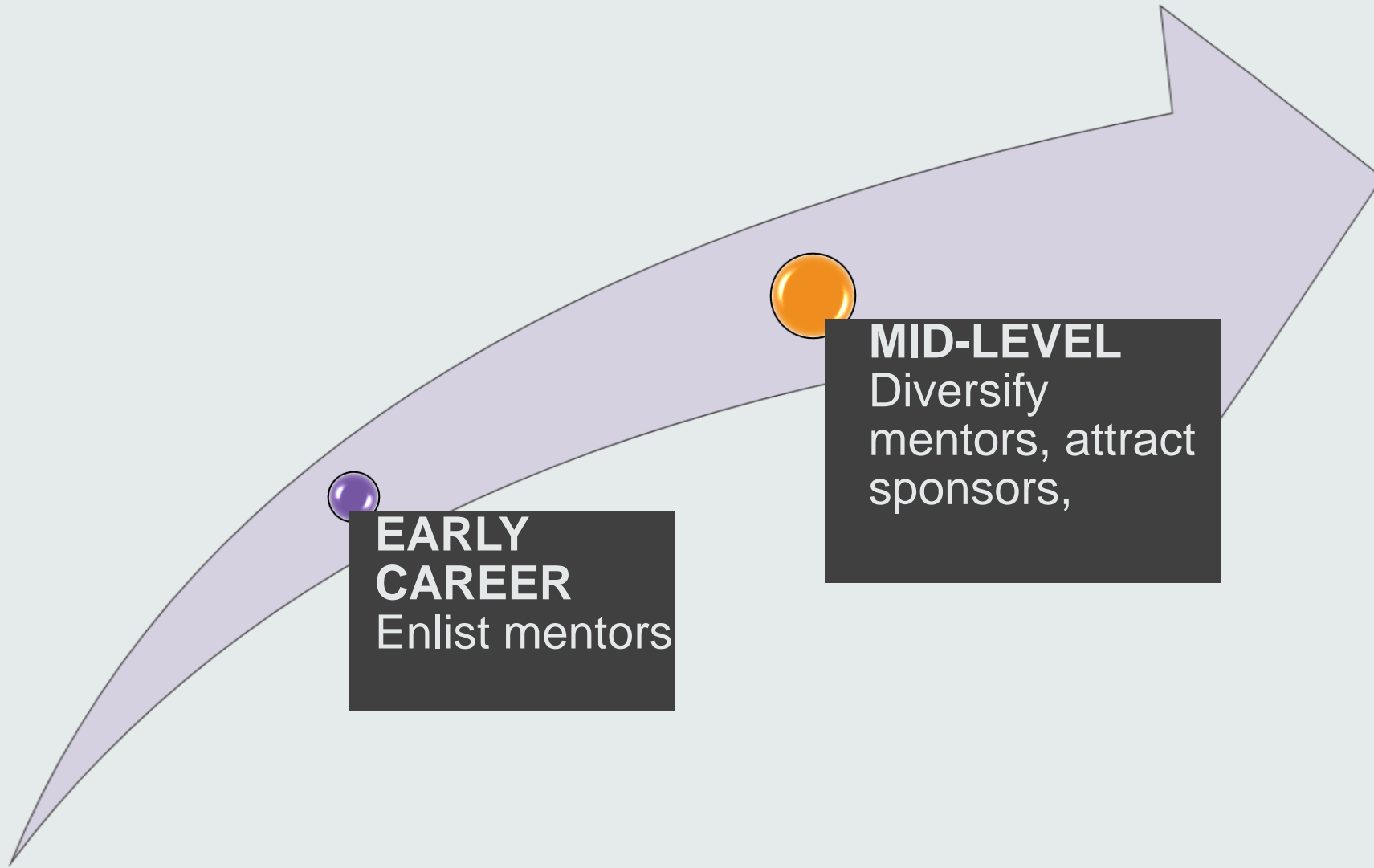
Self Reflect & Share !!!



Nature's guide for mentors

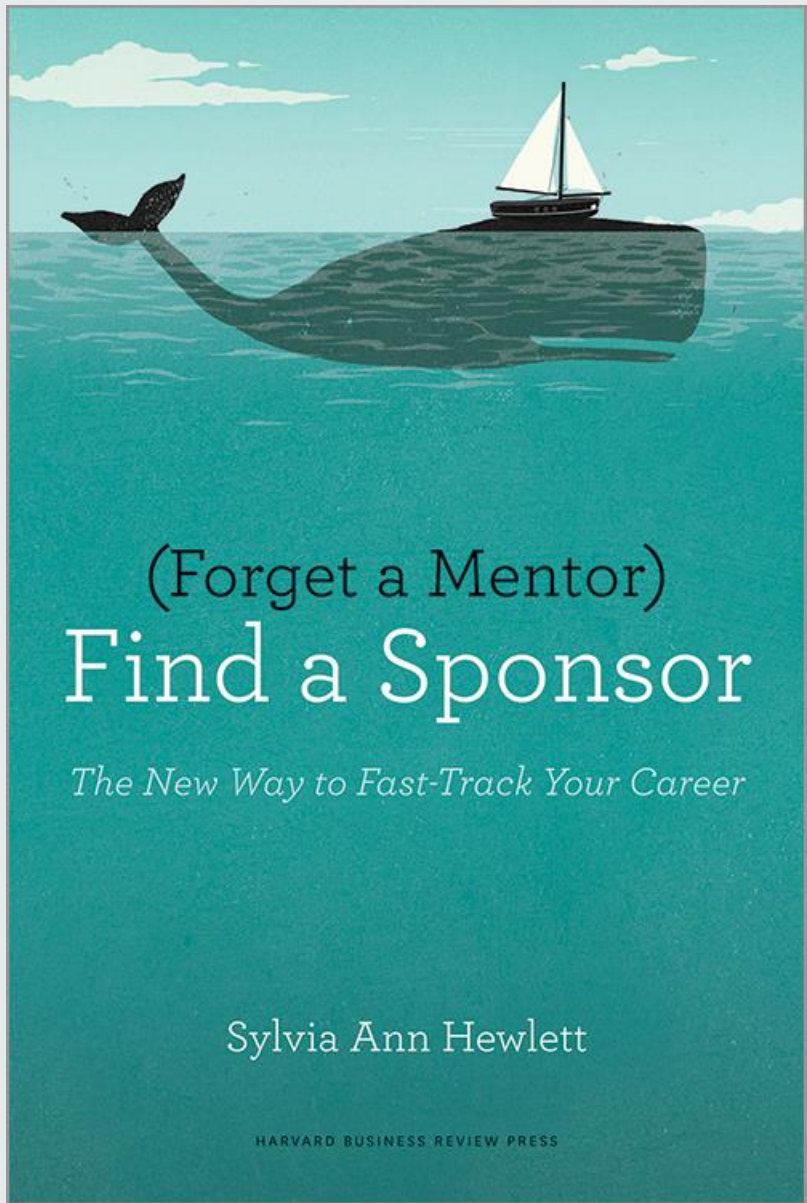


<http://www.nature.com/nature/journal/v447/n7146/pdf/447791a.pdf>



EARLY CAREER
Enlist mentors

MID-LEVEL
Diversify mentors, attract sponsors,



Four U.S.-based and global studies clearly show that sponsorship — not mentorship — is how power is transferred in the workplace.

Ambitious women **underestimate** the difference sponsorship can make.

Men and women feel more satisfied with their **career advancement** when they have sponsors.

The Sponsor Effect,” Hewlett, Peraino, Sherbin and Sumberg, 2011.

“Why You Need A Sponsor — Not A Mentor — To Fast-Track Your Career,” Business Insider

Mentors vs. Sponsors



MENTORS HELP YOU
SKILL UP
SPONSORS HELP YOU
MOVE UP



MENTORS GIVE YOU
PERSPECTIVE
SPONSORS GIVE YOU
OPPORTUNITIES



MENTORS
TALK WITH YOU
SPONSORS
TALK ABOUT YOU

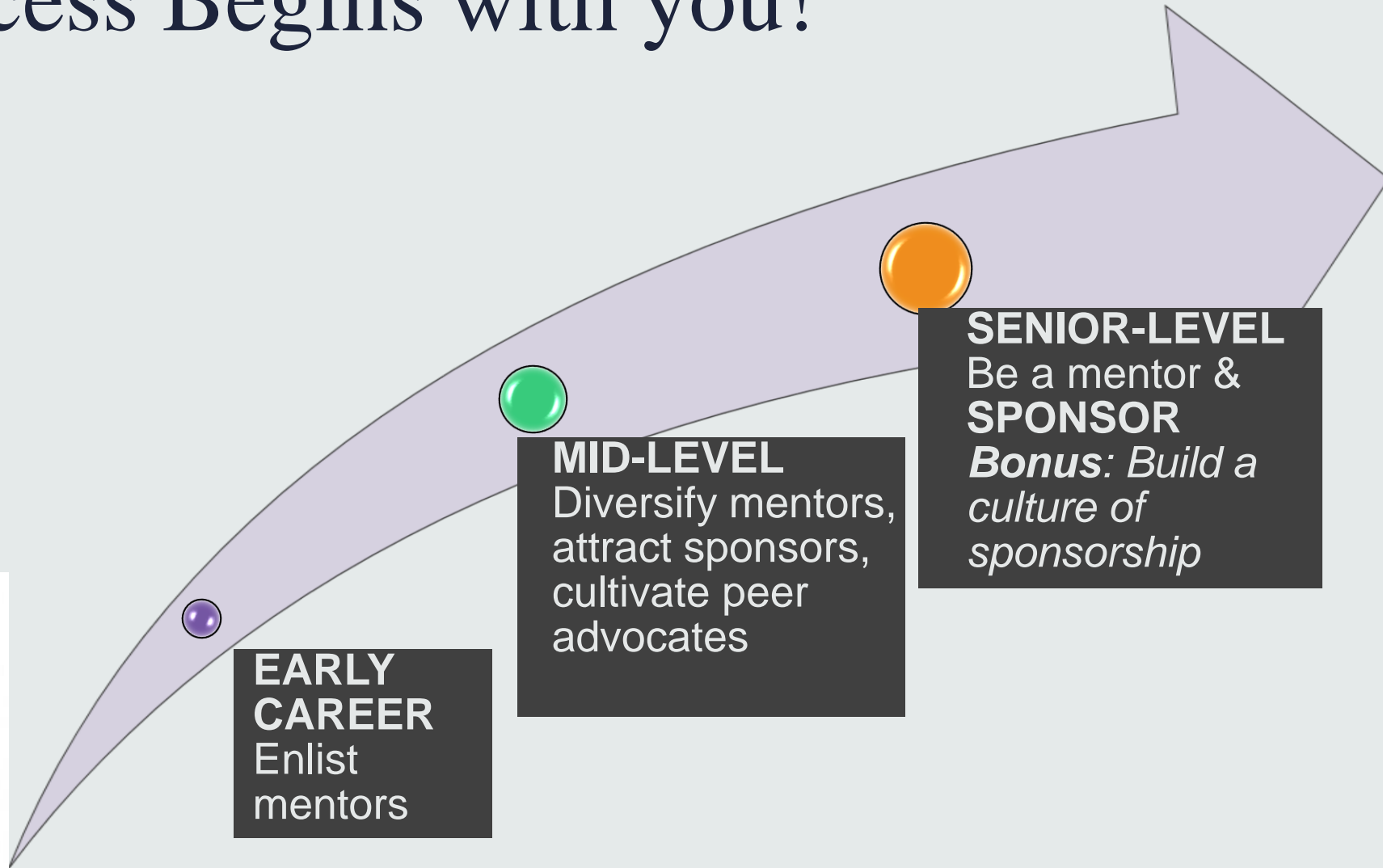
Who is throwing your hat into the ring?



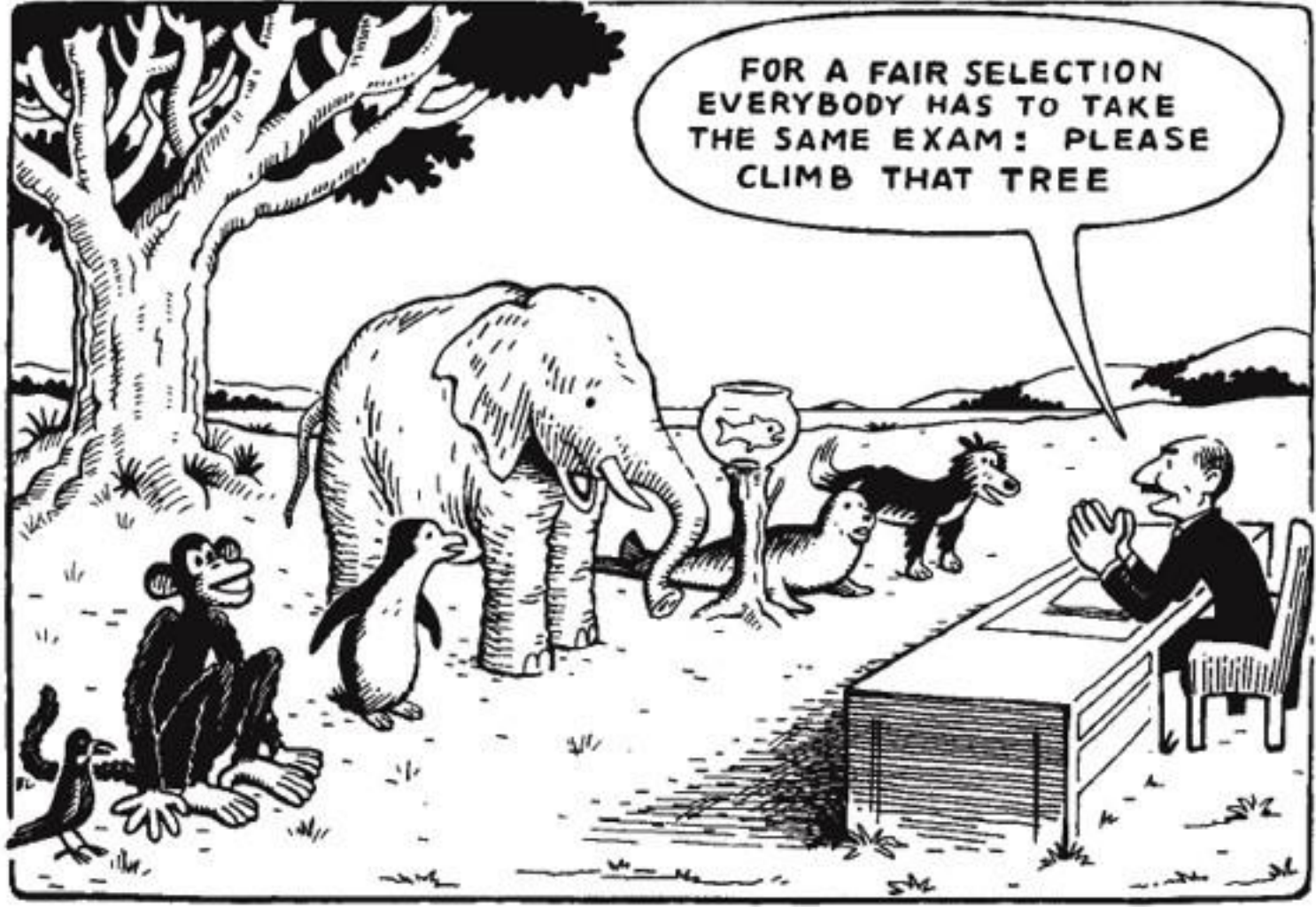
Characteristics of a Good Sponsor

- Influential
- Respected
- Has a track record of:
 - a) Developing talent
 - b) Providing exposure opportunities to protégés
 - c) Providing ‘air cover’ from negative or damaging publicity
 - d) Providing a ‘safety net’

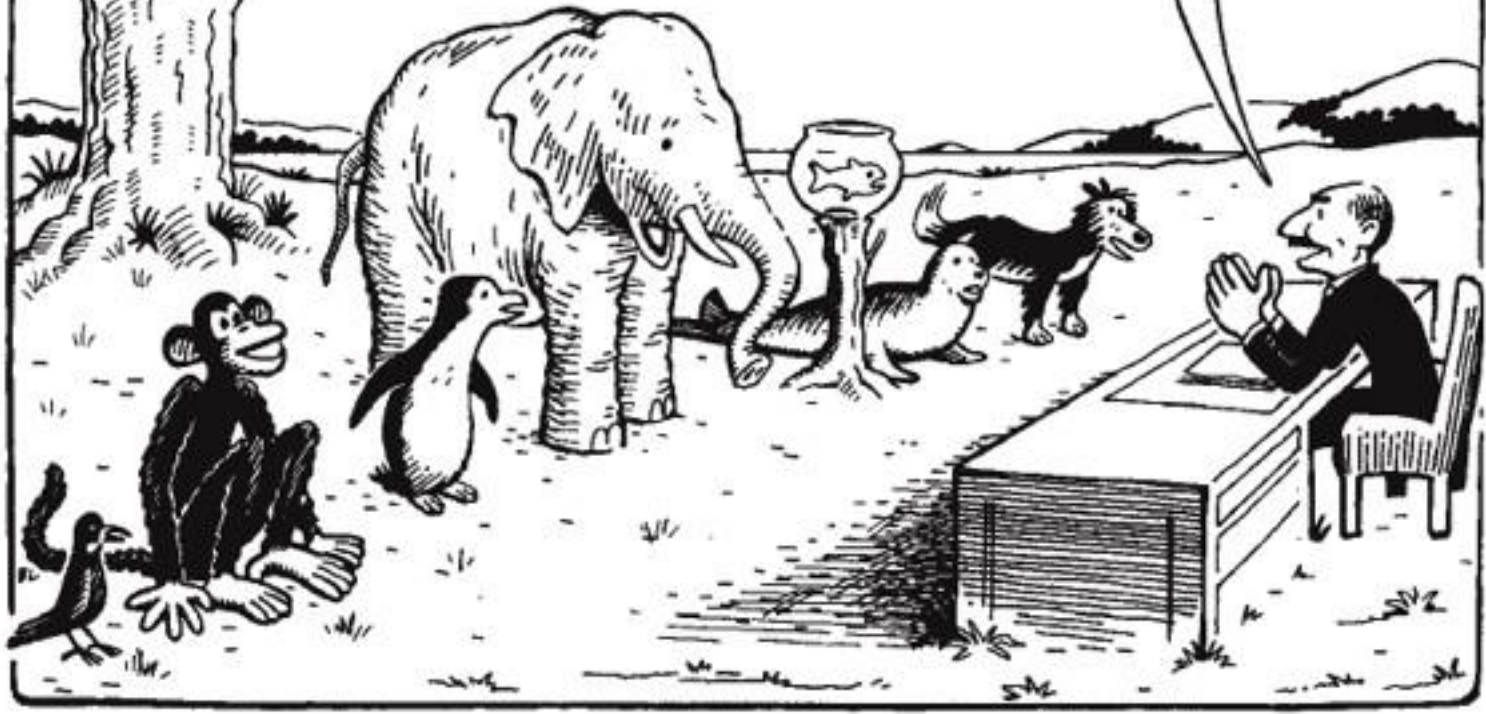
Success Begins with you!







FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE



Individual Professional Development Plan (IDP)

**A Tool for Developing,
Planning and Empowering
Your Academic Career**

- **What is IDP?**
- **A Tool for Developing, Planning and Empowering Your Academic Career**
- **Identify long-term career goals that fit with your unique skills, interests and value**
- **Make a plan for improving your skills**
- **Set goal for the coming year to improve efficiency and productivity**
- **Framework productive conversation with your mentor(s) about your career plans and development**

Individual Professional Development Plan (IDP)

How to prepare an
Individual Development
Plan ?

- **Step I: Stating Your Values, Passions and Vision**
- **Step II: Conducting a Skills-assessment**
- **Step III: Know Your Strengths and Challenges**
- **Step IV: Planning Your Professional Goals**
- **Step V: Reflecting On Broader Departmental and School Needs**
- **Step VI: Outlining Your Personal Goals and Striking An Appropriate Work/Life Balance**
- **Step VII: Taking Stock of Last Year's Successes and Challenges**
- **Step VII: Assessing the Viability of your IDP: Is It SMART?**

Goals

- **Career Advancement goals** *to help you move forward in your career*
 - Updating your CV
 - Identifying new developmental networks
 - Reading about career options
 - Attending career-related events
- **Skills development goals** to improve upon skill and knowledge areas in which you may be deficient
- **Project completion goals** to help you stay on top of the various projects you are working on

How to set a SMART goal

S – Specific – Is it focused and unambiguous?

M – Measureable – Could someone determine whether or not you achieved this goal?

A – Action-oriented – Did you specify the action you will take?

R – Realistic – Considering difficulty and timeframe, is this goal attainable?

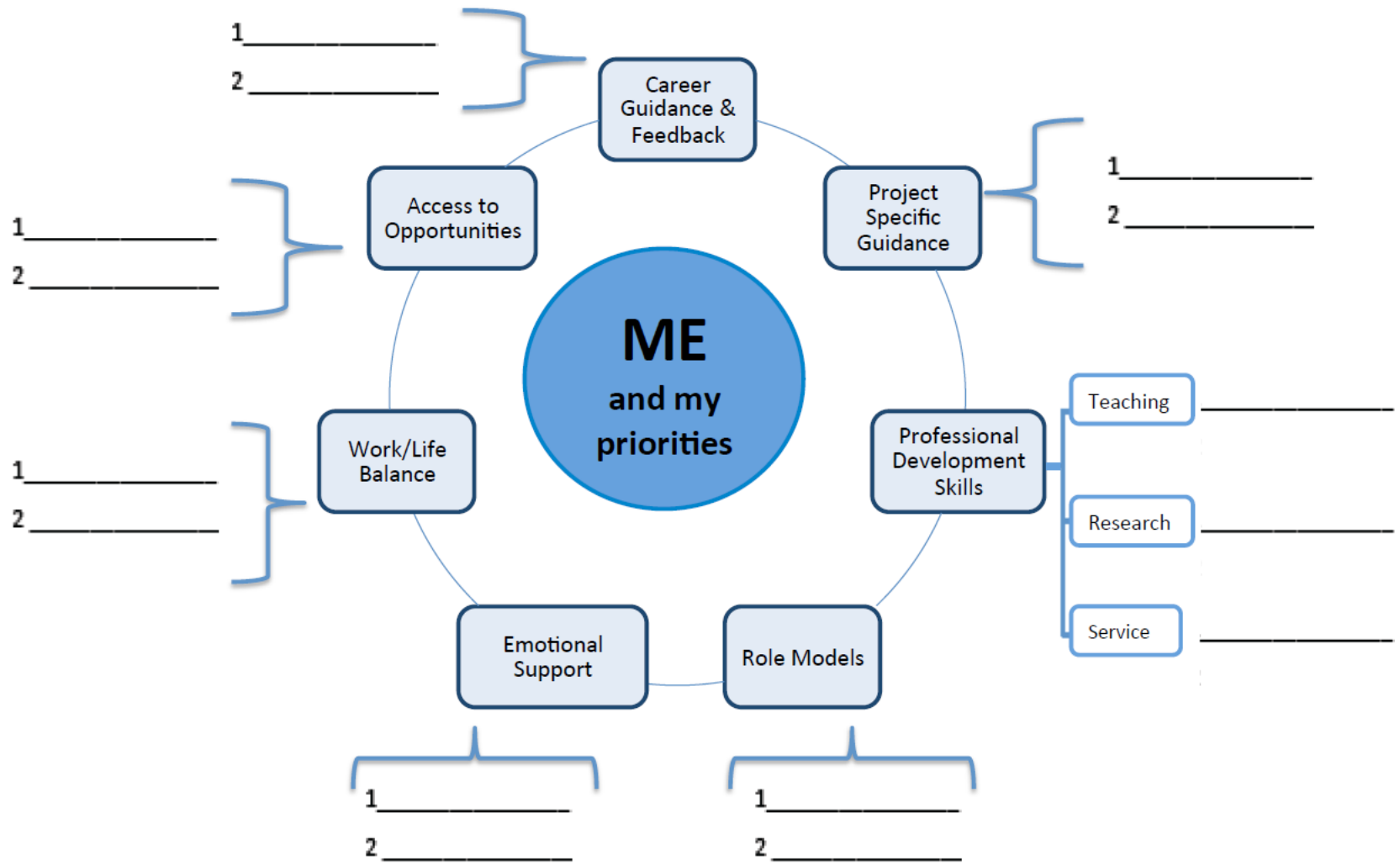
T – Time-bound – Did you specify a deadline?

Self Reflect & Share !!!



Building developmental networks

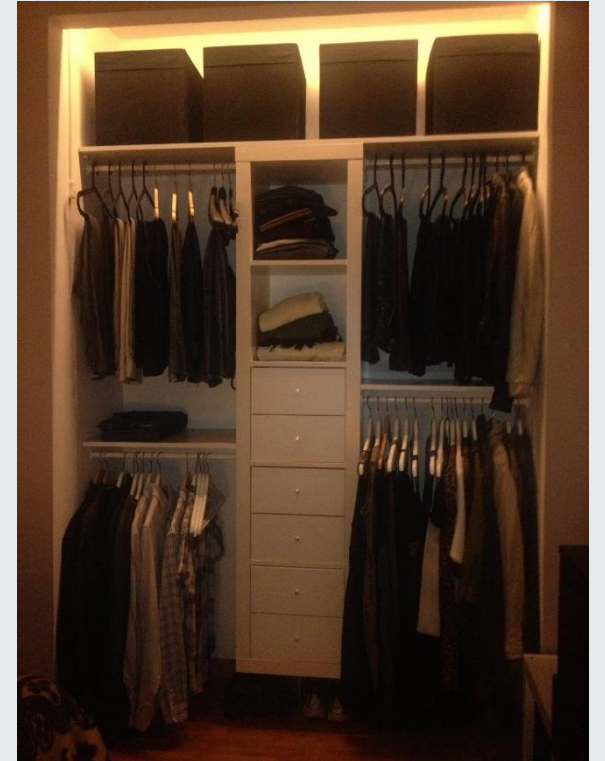
Become a Mentor Or Need a Mentor
Please send your request with your CV to
facultymentoring@marshall.edu



Welch JL. Fundamentals of mentoring: three steps to a mentee-driven relationship. *MedEdPORTAL Publications*. 2016;12:10441. http://dx.doi.org/10.15766/mep_2374-8265.10441

Presenting Yourself: The Complete Biographical Wardrobe

- Traditional Curriculum Vitae
- NIH Bio sketch
- Biographical Sketch
- Executive Summary



What is a Curriculum Vitae?

- The **only** complete record of your work and contributions to your field
- **Your version** of your most significant accomplishments
- A critical marketing tool for your promotion and advancement
- The official face you show to the academic world

Transferable Skills:

Skills that can apply to many different tasks and settings.

- Leadership
- Ability to work as a team
- Communication Skills (written/ verbal)
- Problem-Solving Skills
- Strong Work Ethic
- Analytical/Quantitative Skills
- Flexibility/Adaptability
- Interpersonal Skills (relates well to others)
- Detail-Oriented
- Organizational Ability
- Friendly/Outgoing Personality
- Strategic Planning Skills
- Creativity
- Entrepreneurial Skills/Risk-Taker

What skills do PhDs have?

- Interpretation and analysis
- Abstract reasoning and problem solving
- Synthesis of ideas, data, or existing literature
- Communication (verbal and written)
- Self-management, initiative, and motivation
- Ability to express complex information clearly, especially if you have teaching and mentoring experience

Tasks & Skills – Teaching a Course

- **Tasks**
- Prepared syllabus
- Provided course resources
- Prepared lectures and discussions
- Developed multimedia resources
- Delivered lectures
- Evaluated student progress;
- Answered questions, created exams questions
- graded papers
- **Transferable Skills (Action verbs)**
- Organize and provide structure
- Plan and coordinate
- Present information to large groups
- Translate complex concepts to new learners in innovative/engaging ways
- Manage groups and lead discussions

Example Description – Teaching Course

- When writing your entry, decide which skills you want to highlight and then consider the actions you took and the results!
- JCESOM Department of Biomedical Science (Fall 2017)
 - Created and delivered lectures on Principle of Disease twice a week to 70 medical students ; provided foundational knowledge and taught scientific methods
 - Translated topics to students using a variety of multimedia sources, including a course-specific website, videos, and audio samples
 - Awarded student-nominated teaching prize for creative interdisciplinary teaching

Example Conversions- Research

- Contributed to and led multiple research programs on the redesign and synthesis of antitumor anthraquinone pluraflavin A. Working toward completion of the total synthesis of ET-743 as well as additional analogs for biological evaluations and structure / activity relationships.



- Collaborated with two postdocs and three graduate students to ensure successful and timely project completion
- Managed and mentored two undergraduate researchers
- Designed, revised, and improved lab protocol throughout research
- Published research articles on formal synthesis of ET-743 in two peer-reviewed scholarly journals
- Presented research at a symposium lecture with over 300 attendees

Headings – Make Them Do Work For You!!

- Instead of generic headings like “Work Experience” or “Related Experience,” use specific headings that grab the reader:
- Professional Experience in Education and Consulting
- Policy, Advocacy, and Research Experience
- Experience in Teaching and Program Management
- Research Experience in Genomics and Data Analysis

Converting a CV to an Executive Summary

- **Objective Statement**
- **Qualification Statement**
- **Supported by Achievements and Accomplishments**

- **Example-**



What is an Executive Summary?

- **The Executive Summary is a narrative of two to three pages, used in conjunction with a CV, to present ones-self in the best possible light when seeking a new position or opportunity.**
- **While the CV factually summarizes what the individual has accomplished, the Executive Summary outlines the individual's talents, personal qualities, traits, values, motivation (not part of a CV).**
- **Preparation of a good Executive Summary requires the ability to identify these personal strengths.**

The Executive Summary

- Provides synopsis of background, competencies and accomplishments relevant to a particular career objective
- Particularly useful when applying for leadership positions; offered as a companion to a CV
- A strategic and focused document written for a specific position
- May lead with an **OBJECTIVE**, followed by a **PROFILE**, supported by a **SKILLS SUMMARY** that is derived from **accomplishment statements**.

How to develop accomplishment statements?

(Appreciative self-inquiry)

- **C**hallenge **A**ction **R**esult
- The action and result can be used as a bullet point on an executive summary
- By definition, it is always something positive – it is about a successful accomplishment

Identify Your Strengths

- Analyze your accomplishment statements for knowledge, skills, attitude and behaviors that led to each successful outcome. You will discover that some show up repeatedly in different situations: These are your *competencies*

- Competencies include
 - What you know - what you have *learned* and/or *acquired*
 - How / who you are - your talents, personal qualities, traits, values, motivation

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Any Questions?

Thank You !

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