ACHIEVING THE MINDSET TO TRANSITION FROM POSTDOC TO FACULTY

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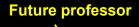
DEPARTMENT OF BIOMEDICAL ENGINEERING

COLUMBIA UNIVERSITY

CAREERSPEAK SERIES | HOSTED BY
BOSTON POSTDOCTORAL ASSOCIATION
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From Cameroon, to Columbia, to Columbia







Douala, Cameroon (Central-West Africa)



- One of Africa's highest concentration of biodiversity
 - University of Pittsburgh: BS
 - University of South Carolina, Columbia: PhD
 - Harvard Medical School/BWH: Postdoc
 - Columbia University: Faculty

BE PERSISTENT AND INSISTENT

- I applied to ~ 6 faculty jobs in the fall of 2020
- ❖ Received 2 interviews (~33%)
- ❖ One firm offer (~16%)
- I applied to ~ 36 faculty jobs in the fall of 2021
- ❖ Received 16 interviews (~44%)
- ❖ 8 firm offers (~22%)

DEFINE YOUR EXECUTION STRATEGY

Apply broadly

 Articulate a vision for decades-long research program (Think portfolio, not mere research projects)

Boldly affirm the value of scientific ideas and portfolio

SEQUESTER THE PROCESS IN PHASES

- 1. Pre-submission
- 2. Submission
- 3. Interviews
- 4. Negotiations
- 5. Acceptance

SEQUESTER THE PROCESS IN PHASES

- 1. Pre-submission (6-12 months before submission)
- Promote your name and research achievements
- Create Twitter account for scientific content
- Create website that presents you as a future faculty
- Have peers and mentors review your documents
- 2. Submission
- 3. Interviews
- 4. Negotiations
- 5. Acceptance

SUBMIT YOUR DOCUMENTS EARLY

1. Pre-submission (6-12 months before submission)

2. Submission

- Cover letter, research statement, teaching statement, diversity statement, 3-5 letters, 2-4 publications.
- Present everything as if you're already a faculty (e.g. sign your cover letter, write it on institution letterhead).
- 4. Interviews
- 5. Negotiations
- 6. Acceptance

INTERVIEW CONFIDENTLY

- 1. Pre-submission (12-6 months before submission)
- 3. Submission
- 4. Interviews
- Seminar, chalk talk, interviews with faculty and students
- It's a coin toss once you get to this stage!!!
- Practice, practice, practice
- 2. Negotiations
- 3. Acceptance

NEGOTIATE FOR ALL OF YOUR NEEDS

- 1. Pre-submission
- 3. Submission
- 4. Interviews
- 5. Negotiations
- You can ask for anything within reason
- It's better to have multiple offers
- Negotiate on your own timeline
- 6. Acceptance

ACCEPT WHEN YOU'RE READY

- 1. Pre-submission
- 3. Submission
- 4. Interviews
- 5. Negotiations
- 6. Acceptance
- Don't drag out the process
- Define the start date that works for you
- Send thank you emails to <u>all</u> places

SOME HELPFUL RESOURCES

Howard Hughes Medical Institute - Making the Right Moves

• @SynRegLab



https://woappilab.com

• yw4024@Columbia.edu