

# Early career scientist professional development Academia

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*Brigham and Women's Hospital*



*Harvard Medical School*

# Disclosures

*None.*

# My path

## Training

- 1993-1999      PhD Immunology Harvard University- T cell driven autoimmunity  
*Howard Hughes Pre-doctoral Fellowship*
- 1999-2003      Postdoc UC Berkeley- T cell development  
*NIH post-doctoral Fellowship*
- 2004            Post doc-Harvard Medical School- T cell driven autoimmunity
- 2005-2010      Instructor-Harvard Medical School-T cell driven autoimmunity  
*K01 Career development grant*  
*National Multiple Sclerosis Society Research Grant*
- 2010-present    Assistant Professor-Harvard Medical School  
T cell response in cancer  
*American Cancer Society Research Grant*  
*Slomo & Cindy Silvian Foundation Grant*



# Challenges

- Work/Life/Family Balance
  - Children-restricted hours
- Under-performing employees
- Discord with mentor



# 5 Essential Elements for Career Building

- Commitment
- Organization
- Mentorship
- Information
- Communication



# Commitment

*“Science is hard...so you have to want to do it!”*

- Rejection-manuscripts, grants
- Long hours
- Working weekends



# Organization

- Professional Organization

- Yourself- grant writing, writing manuscripts, reviewing manuscripts, building/managing collaborations, administrative tasks (IACUC/IRB,Radiation, monitoring expenditures, MTA's,email), CV

- Personnel-directing research (meeting with personnel, reviewing data, trouble shooting, motivating)

- Personal Organization

- Children-child care, school meetings, doctor/dentist appts

- Yourself-Appointments-Doctor/dentist, exercise

**Prioritize!**



# Mentorship

- Find a good mentor(s)

*“Mentoring is a brain to pick, an ear to listen, and a push in the right direction”* John C. Crosby

- Desirable qualities: Accessibility, Advocacy-open doors, life-long commitment

- Be a good mentor

- Mentor  $\neq$  Best Friend





# Information

- At your Institution:
  - Criteria for promotion
  - Human Resources Policy
    - Hiring staff: technicians, postdocs
    - Dealing with under-performing personnel
  - Grants Administration



# Communication

- Oral-giving talks
- Written-manuscript vs reviews, NIH vs society grants
- Building relationships
- Peers- network for the future
- In your department- collaborate, be a team player
- Outside your department- collaboration/network
- Personnel Management
- Interviewing candidates
- Under-performing employee
- Feedback- Motivating staff
- Career Development
- Feedback from Dept Head, Mentor



# Resources

## Print

- Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty  
BWF and HHMI
- At the Helm: A Laboratory Navigator  
Kathy Barker
- Staffing the Lab: Perspectives from Both Sides of the Bench  
BWF

## Online

- Burroughs Welcome Fund: [www.bwffund.org](http://www.bwffund.org) Career Tools

## At your Institution

- Courses-Grant writing, human resources, leadership



Above all....

*“Love what you do and do what you love.”*

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