Obtaining a Faculty Position and Planning for Tenure

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Presenter Disclosure Information

The following relationships exist related to this presentation:

No Relationships to Disclose.
# My Career Path to the Current Position

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1999</td>
<td>PhD BHU, India</td>
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<td>2000</td>
<td>First Postdoc CIML, Marseille, France</td>
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<td>2003</td>
<td>Second Postdoc NCI, Frederick, MD</td>
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<td>2008</td>
<td>Scientist I NCI, Frederick, MD</td>
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<td>2010</td>
<td>Assistant Professor Tenure-track Meharry SOM/Vanderbilt, Nashville, TN</td>
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<tr>
<td>2014</td>
<td>Associate Professor Tenure-track Meharry SOM/Vanderbilt, Nashville, TN</td>
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</tbody>
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- **Science**
- **Job Applications**
- **Grant Applications**
Obtaining Your Faculty Position

• Good science (Published in respectable journals of your field)

• Impressive cover letter and CV

• Good research proposal

• Job talk / Chalk talk

• Show your strengths
  Focus on the novelty and complementarity that you will bring to the inviting department

• Negotiating your starting package
  Focus on the success of your research program
Establishing your research and teaching program

- Define your program within the realities of your new department
- Develop high risk and low risk projects
- Set up animal program (IACUC approvals etc)
- Hire appropriate personnel (Diversity important)
  Technical support, postdocs, graduate students
- Identify productive collaborators
- Budget management
Submitting Grant Applications

• Target multiple funding sources (federal and non-federal)
• Target small (pilot) and big R grants (Avail ESI benefit)
• Seek out collaborative multi-investigator research proposals
  Sell your strengths to other investigators
Preparing for Tenure Application

• Find out tenure requirements and procedure early on

• Maintain full record of your productivity: Scientific, teaching and service
  Peer review, committees, invitations, community service

• Gain the support of your department chair

• Maintain cordial relationships with other faculty in the department and institution (they will be on APT committee)

• Seek out some senior mentors in the department
  Help with Do’s and Don’ts

• Assemble your tenure application package in an orderly fashion
Some Tips for Lab Management

Trainees in science: Naïve in the practice of scientific business
Develop hypotheses & seek answers through reasoning and experimentation

- Managing social dynamics at work place
  Administrative staff, students, postdocs
  Trainee career development plans

- Organize effective lab meetings
  Focus on science as well as on communication skills

- Praise publicly, criticize privately
  Expose weak points in the science and experimental detail without attacking the speaker

- Bring food to the lab meeting: maintain blood sugar for creativity

- Time management: Set priorities; Work and family life balance

- Conflict management: Incomplete information, misunderstanding, or unwarranted assumptions; Don’t be indifferent to others
My favorite and least favorite parts about my position

• **Favorite:** Total independence to steer science in my way and the joy of training future scientist-citizens

• **Least favorite:** Administrative and clerical component of the job