TODAY’S OUTLINE

• **INTRODUCTION:** HALEY TITUS (ASN YIAC VICE CHAIR, ASN REP TO ISN YSSC)

• **GRANTS:**
  • What is available to trainees (SANOJ SUNEJA, NIH)
  • How to write a good proposal (STEVE LEVISON, PAST ASN PRESIDENT)

• **JOBS IN ACADEMIA (PANEL):** the process of building and maintaining a lab…
  • Skills you need to run a lab (VLAD PARPURA, CURRENT ASN PRESIDENT)
  • Defining your research question to start a lab (BABETTE FUSS, PAST ASN PRESIDENT)
  • How academic hiring works (DANA McTIGUE, ASN COUNCIL)
  • How to build a good team and be a mentor (DOUG FEINSTEIN, ASN TRESURER ELECT)
  • How to build your skills and resume, but not over extend yourself (TERRI WOOD, PRESIDENT ELECT)

• **CLOSING:** EVA MARIA BLUMRICH (ISN YSSC CHAIR)
YOUNG INVESTIGATOR ADVISORY COMMITTEE (YIAC)
THE TRAINEE VOICE TO ASN COUNCIL

- JOSH BURDA, PHD (UNIVERSITY OF CALIFORNIA, LA) - CHAIR
- HALEY E. TITUS, PHD (NORTHWESTERN UNIVERSITY) – VICE CHAIR
- AMBER CHEVALIER, PHD (UNIVERSITY OF NORTH DAKOTA) – SOCIAL MEDIA CHAIR
- RACHEL HENDRIX, PHD CANDIDATE (UNIVERSITY OF ARKANSAS, LITTLE ROCK)
- ZILA MARTINEZ-LOZADA, PHD (CHILDRENS HOSPITAL OF PHILADELPHIA)
- AMIT MOGHA, PHD (DENALI THERAPEUTICS)
- SHI PING “PATRICK” ZOU, PHD (BIOLEGEND)

DO YOU WANT TO GET INVOLVED WITH SOCIAL MEDIA?
LET US KNOW
DEFINING ONE’S IMMEDIATE & LONG-TERM RESEARCH AND CAREER GOALS

Key Question: Do I have a 5 and 10 year plan?

• Academia? Industry? Government? Other?
• R1, teaching, liberal arts?
• Research goals vs Career Goals
• Start Early!
• Get out of your comfort zone!

http://myidp.sciencecareers.org
• **GRANTS:**

  • What is available to trainees
    (SANOJ SUNEJA, NIH)

  • How to write a good proposal
    (STEVE LEVISON, PAST ASN PRESIDENT)
Q&A

• **JOBS IN ACADEMIA (PANEL):** the process of building and maintaining a lab...
  - Skills you need to run a lab (VLAD PARPURA, CURRENT ASN PRESIDENT)
  - Defining your research question to start a lab (BABETTE FUSS, PAST ASN PRESIDENT)
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  - How to build a good team and be a mentor (DOUG FEINSTEIN, ASN TREASURER ELECT)
  - How to build your skills and resume, but not over extend yourself (TERRI WOOD, PRESIDENT ELECT)
Skills you need to run a lab
(VLAD PARPURA, CURRENT ASN PRESIDENT)

NEUROCHEMISTRY: A trainee learning all of the skills you need to run a lab
10 skills:
- Public Speaking
- Writing
- Self-Management
- Networking
- Critical Thinking
- Decision-Making
- Math/Stats
- Research
- Relaxation
- Basic Accounting

What else? Fearless (high risk, high reward), passion, patient, persistent, leadership, communication/listener, team work, curiosity)
Defining your research question to start a lab
(BABETTE FUSS, PAST ASN PRESIDENT)
Defining your research question to start your own lab

1. Finding a postdoc lab that is right for you

   - Research Topic: Are you passionate about the topic? Can you broaden your knowledge and skills?
   - Track Record: Where are previous postdocs? How current postdocs view their experience?
   - Mentoring Style: What are your needs and expectations? Is the mentor a good fit for you?
Defining your research question to start your own lab

2. Starting a career conversation with your mentor/PI

• Be proactive.

• Prepare and discuss your individual development plan.

• Have an open discussion about your ideas for your own research.

• Look for new and/or underdeveloped areas of interest to the field. (unexpected findings…)

• Be prepared to work on more than one project during your time as a postdoc.
How academic hiring works
(DANA McTIGUE, ASN COUNCIL)
It starts with an ad OR word of mouth
• Use all those connections you’ve made to ask if anyone is hiring

Cleanly organized, *typo-free* CV

Concise but thorough & thoughtful Research Statement
• Summarize your major contribution
• 2-3 pages max
You’re invited for an interview!
• Be prepared!!!!
• Know the research of the people you will meet & have some ideas of how you could collaborate
• Be enthusiastic!
• Have questions prepared
  • What is the direction or major emphasis of the college administration
• Job talk – 45 min, highlight hypothesis-driven work that emphasizes you major skills & achievements
• Try to RELAX & have fun!
How to build a good team and be a mentor
(DOUG FEINSTEIN, ASN TRESURER ELECT)

Building a motivated research group around a good scientific problem

The Scientific Problem
The Environment
The Individual
The Team
The PI
Motivation
Rewards
The Scientific Problem

Allow for independent projects with future potential overlap
The Environment

Make use of shared resources
  Core facilities
  Individual lab resources
  Record keeping / cost sharing / responsibility

Encourage and Maintain collaborations locally and internationally
  Previous students

Encourage students to initiate collaborations
  Meetings / email / reagents / protocols
  Research gate
The Individual

Look for creativity

Reward Uniqueness

Listen to interests and develop projects around those interests:

Consider new ideas and approaches towards a problem

Invoke critical thinking and questioning

Celebrate small victories
The Individual

Be clear about expectations and goals.

Set expectations on an individual basis.

Present critiques in a positive manner
“May I suggest some areas for improvement?”

Provide both positive as well as negative feedback.

Micromanage only those who appreciate micromanagement.

Be aware of individual career paths and choices.
The Team

Diversity: A cross section of ages, interests, abilities, etc

Develop interconnected projects

Establish an environment of integrity and collaboration

Ask for assistance with PI responsibilities
  IACUC
  IRB
  Grant preparation
  Paper and grant reviews
Motivation

Include names on papers for significant contributions

Encourage presentations at lab meetings, local symposia, etc.

Aim for high profile publications

Create an environment where lab members feel they are contributing to the overall project
The PI

Be patient

Talk to your students and staff

Help design studies when needed

Focus on data analysis and interpretation

Appreciate controls
Rewards

From the PI:
Provide attendance at meetings
Nominate students for awards / grants / travel awards

For the Student: Post doc
Pay Checks
Self Satisfaction
History of publications
Establishment of professional networks
Career advancement
How to build your skills and resume, but not over extend yourself
(TERRI WOOD, PRESIDENT ELECT)

OR

When to say yes and how to say no!
WHY SAY YES?

New experiences, expanding horizons, educational
Well rounded, better for collaborations
Finding what you are good at and interests
Passionate
Figuring out how the committee runs (inst. Knowledge)
Networking, make connections
WHY SAY YES?

Build skills & resume
Promotions usually based on some service
Good citizenship for Department, School, University, Society
Understand how things work so you can optimize your time and energy
You are particularly interested in the topic and feel you can make a contribution
Get exposure, network
WHEN AND HOW TO SAY “NO”

When:
- Need to balance priorities for achieving your goals
- What are the most important criteria for advancement
- How to gain skills and be a good citizen but maintain productivity

How:
- Negotiate
- Not now but later
- Talk to your mentor, chair, etc.
YOUNG SCIENTIST STEERING COMMITTEE (YSSC)
THE TRAINEE VOICE TO ISN COUNCIL

- EVA MARIA BLUMRICH (SCOTLAND/GERMANY) – CHAIR
- MYCHAEL LOURENCO (BRAZIL) – VICE CHAIR
- HALEY E. TITUS, PHD (USA) – ASN REP
- ABDULLAH MADNAY (USA)
- HEATHER MADSEN (AUSTRALIA) – APSN REP
- YOSHINORI OTANI (JAPAN)

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