

PHENO 2019
Forum on Early Career
Development

R. Sekhar Chivukula
UC San Diego

Focus on becoming a Faculty Member at a Research University



An appointment as an Assistant Professor starts a 5+1-year “Tenure Clock”...

Teaching	Research
Expert	Scientist
Performer	Inventor
Evaluator	Visionary
Mentor	Engineer
Instructor	Writer
Event Planner	Spokesperson
Consultant	Referee
Discussion Facilitator	Manager
Skeptic	Accountant
Therapist	Mentor
Role Model	Architect
Entrepreneur	Entrepreneur



LEADERSHIP

"*Leadership* is using the greatness in *you* to achieve and sustain extraordinary *outcomes* by *engaging* the greatness in *others*."

- Susan Colantuono

Strengths and Goals

- What are your strengths and goals?
- How can you:
 - build on your strengths,
 - acquire the necessary skills,
 - and demonstrate these to others?
- How will you coordinate your personal and professional plans?



Some potential questions...

- How does one write a faculty job application and choose recommenders?
- What is an on-campus/site interview like, and how can I prepare?
- How does one negotiate salary and start-up?
- What about spousal accommodation and dual-career issues?
- What factors should one take into account in choosing among possible positions?
- What is it like to be an untenured Assistant Professor or Staff Scientist?
- What factors are taken into account in granting tenure?
- How does one write a grant, and obtain funding?
- Is work-life balance possible?

What can you do now?

- Cultivate Mentors & Network, network, network ...
- Look for opportunities to demonstrate your enthusiasm and interest for teaching and outreach, to complement your research.
- Take advantage of your university's development and support programs - e.g. for teaching and grant-writing.
- Some other resources:
 - CIRTLL Network
 - “Making the Right Moves” - HHMI
 - Simmons - IHE “Negotiation Tips for New Faculty”

