Networking for faculty positions

Naledi Saul, Director. Office of Career & Professional Development

What we’re covering today

1. What are the three types of connections you need as you go on the market?
2. How does your professional network give you an advantage?
3. Brainstorm people in your professional network to help you.
4. Let’s talk about why people will talk to you.
5. Let’s talk about ways to reach out to them.
6. Let’s talk about what you’ll do next.
What 3 types of help do you need from your professional community?

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**What is it?**

- These are people who are willing to critique your application materials.
- They need to be familiar with and/or represent the type of faculty who will review your application.
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<td>Then you make first contact with these individuals you are essentially ‘interviewing’ for the position – even if they aren’t on the hiring committee, they may be in, or familiar to the department.</td>
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**What is it?**

**How does it help?**

- The perspective of someone familiar with the type of university you’re applying will make your final documents sharp and relevant
- A fresh pair of eyes on your research gives you feedback on the vision, scope and interest in your research program

- Someone on the grand and familiar with the department can talk about the overall direction, strengths and gaps, as well as individual players in the department will help you during the interview

- A sponsor or recommender will help you stand out from the application pool

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### Who do you know?

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### Potential

- **You know them, but perhaps haven’t spoken in a while**
  - These are people who are willing to critique your application materials.
  - They need to be familiar with and/or represent the type of faculty who will review your application.

### Ready to Engage

- **Mentors, advisors, collaborators**
  - These are people who are willing to critique your application materials.
  - They need to be familiar with and/or represent the type of faculty who will review your application.
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<tr>
<td>You know them, but perhaps haven't spoken in a while</td>
<td>2. I have connections but haven't engaged them in a particular way</td>
<td></td>
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<tr>
<td></td>
<td>3. I have connections that have these roles, but I haven't engaged them in this particular role</td>
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<td>Ready to Engage</td>
<td>4. I know them, and they are ready to help</td>
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**First things first.**

Do not worry yet about how you’re going to:

1. Talk to them
2. Get them to agree to help you

Just brainstorm **who, not how**, first.

**Pair up! Brainstorm:**

Who do you know who could help you in one of these three areas?
### Take 5 minutes and brainstorm. Then pair up and brainstorm some more

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<td>• I have a mentor who is on my K99 (haven’t talked in 6 months)</td>
<td>• Research university Y: are there any UCSF/UC, my PhD alums?</td>
<td>• That mentor for my K99</td>
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<td>You know them, but perhaps haven’t spoken in a while</td>
<td>• Collaborator on a project</td>
<td>• Conference Z: Anyone from universities of interest going?</td>
<td>• My dept chair?</td>
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<td></td>
<td>• Invited a speaker to come to UCSF</td>
<td></td>
<td>• Professor A, who chaired my panel at ASCB?</td>
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<td>• Someone who came to your poster</td>
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<td><strong>Ready to Engage</strong></td>
<td>• My Postdoc advisor</td>
<td>• Postdoc in my lab wrote a paper with a faculty at University X</td>
<td>• My Postdoc advisor</td>
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<td></td>
<td>• Their graduate mentor</td>
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<td></td>
<td></td>
<td></td>
<td>• Their undergraduate Project Collaborator</td>
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<td></td>
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<td>• Professor X</td>
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Let’s talk about why people will talk to you.

Let’s talk about ways to reach out to them.

Let’s talk about what you’ll do next.
Who do I know?

Potential
- You know them, but perhaps haven’t spoken in a while
  - I have a mentor who is on my K99 (haven’t talked in 6 months)
  - Collaborator on a project
  - Invited a speaker to come to UCSF
  - Someone who came to your poster

Ready to Engage
- Mentors, advisors, collaborators

Feedback

Insider Information
- So, I met this biochemist at ASCB – we had a great conversation, but I haven’t spoken to them since. Why would they talk to me now that I need something?

Sponsors/Recommenders

“Why will people help you?”

The source of energy in your professional universe

“Why will people help you?”
In Your Personal World

- Friends & Family
- Love
- Affection
- Attraction
- Friendship
- Familial Ties & Obligations
- Respect

In Your Academic/Professional World

- Colleagues
- Collegiality
- Curiosity
- Affinity
- Collaboration
- Productivity
- Respect

“Why will people help you?”

“I would help with that”

Why people will help you
Pair up. I'm going to suggest a common scenario, and you're going to decide if you would help.

**Answer choices:**
- Yes
- It depends...
- No

For each answer, explain the factors that are or would influence your decision.

Your old PhD advisor contacts you to ask you to speak with a current advisee of hers, who is considering a postdoc at UCSF.

Would you say yes? What would inspire you to say yes?

**Answer choices:**
- Yes
- It depends...
- No

For each answer, explain the factors that are or would influence your decision.
It’s 2019, and you’re faculty at Princeton.

Someone you met at their poster last year contacts you and asks you to talk about a new opening in your department.

Would you say yes? What would inspire you to say yes?

Answer choices:
• Yes
• It depends…
• No

For each answer, explain the factors that are or would influence your decision.

Why people in your professional community would help you?

1. Because you’re doing interesting work
2. Because you’re doing interesting work that could also forward their goals
3. To share their knowledge
4. Because they have hard won lessons
5. To repay a favor
6. To help a friend
7. They have the time/interest to do so
8. Because they wish someone had helped them
9. Because they consider it part of their job
10. You have an affinity to each other; they see themselves in you
11. Because they like something about you
12. Because you remind them of someone
13. Because you asked respectfully

In Your Academic/Professional World

Collegiality
Collaboration
Productivity
Affinity
Respect
Curiosity
You can talk to anyone in your professional community, but you need to modulate how you speak with them.

The farther people are from you, the more clear and concise you need to be.

- People you don’t know at all
- People who are senior in their field
- People who know your friends or colleagues
- People 1-2 stages ahead in their careers
- People you know
- People who are the same stage in their career

Application Materials

Things to note

- You probably want someone who can critique your work with an ‘insider’s eye.
- By materials – we mean focus on statements, not CV cover letter.
- You need help in content, vision, rationale, fundability, independence, structure, sections (aims, etc.), and help determining how compelling your research pitch is (am I excited? Is it a ‘yes, that is a gap in knowledge in our field, and it’s important because of X’?)
- You do not have to know this person well.
- You do not need to like this person.

Dear Dr. Einstein,

I know it’s been a while, and I hope you’re well. I’m applying for tenure track R1 positions and would like to ask if you would consider reviewing my research statement.

It would be extremely helpful to your got perspective on my research program, because of your work on X, Y and Z. I would be grateful for any feedback you find necessary, but in particular your thoughts on the scope of my work and it’s potential fundability would be most welcome.

Currently, I’m preparing materials for UPENN’s Biology department and Harvard’s Biochemistry department. I’ve attached my materials to this email. If you are able, I defer to your preferred style of giving feedback (by email, in person, on the phone, etc.).

Thank you for considering my request.

Best,

Rosalind Franklin
Insider information

Things to note:

- These are people you will find through your community (colleagues of colleagues)
- You will ask your mentors and colleagues for information, by sharing the institutions you are applying to
- They will either introduce you, or you will be allowed to ‘use their name’

Talking to someone in your field? Get more specific:

Dear Dr. Tereshkova,

My K99 mentor, Marie Curie, suggested I reach out to you, as I shared with her that UPENN is one of the institutions I intend to apply to this year. I’m wondering if you might have 20 minutes of time to chat with me about your experience at your institution.

To share a bit about my background, I’m an immunologist who focuses on autoimmunity, specifically the type one diabetes mouse model. I’ve attached my CV to give you a sense of my background.

If you’re going to ASCB this year, I would be grateful if I could take 20 minutes of your time to chat, but we can also talk by phone or Skype; I’m flexible to your schedule. Thank you for considering my request.

Mae Jemison

Sponsorship

Things to note:

- These are people who know you and your work very well
- This need to be a strong letter – for US institutions, it needs to be, “next generation of promising scientists who is prepared to make a significant impact in the field” strong
- Big name/doesn’t know me vs. medium name/knows me well?

Medium name/knows me well. Every. Time.
Sponsorship

Things to note:

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▪ This need to be a strong letter – for US institutions, it needs to “next generation of promising scientists who is prepared to make a significant impact in the field” strong

▪ Big name/doesn’t know me vs. medium name/knows me well? Medium name/knows me well. Every. Time.

▪ People have different definitions of the purpose of a letter of recommendation: “Honest Assessment” vs. “Champion”

Dr. Jones, as you know, I’m going on the market this year. I’m now pulling together a list of those able to write me letters of recommendation, and was wondering if you have the time to write me a strong letter of recommendation based on the sum of my work and experience in your lab.

I’m specifically asking you, because you had the opportunity to see me X/worked with me on Y/ have a deep familiarity with my work on Z.

But I realize that this is busy time of year and you probably have a number of requests, so I thought I would ask.

….that’s okay. I understand. I appreciate you considering it.

Your Turn. Three Things!

➢ Who are you going ask?
➢ How are you going to approach them?
➢ What concerns do you have?
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Thank you. Questions?

- /UCSFOPD: f
- @UCSFOPD: t
- Ucsfconnect.com: Connect w/ alumni
- Career.ucsf.edu/listservs: Career Listserv
- Career.ucsf.edu

Naledi Saul, Director. Office of Career & Professional Development
Networking for Faculty Positions