How to get a faculty job.

「米国ジョブハント体験記」

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Outline

1）応募方法：公募の探し方、カバーレターと履歴書の書き方
2）書類審査を通過するには（1）：論文、これまでの業績
3）書類審査を通過するには（2）：グラント（主にNIH K99/R00について）
4）書類審査を通過するには（3）：推薦状とコネ
5）書類審査を通過するには（4）：今後の研究、ティーチング経験
6）インタビューに呼ばれるまで：突然の招待・電話に備える、NIH RePORTERの使い方
7）インタビュー当日（1）：オープンセミナー、プレゼン練習
8）インタビュー当日（2）：個人面談
9）インタビュー当日（3）：チョークトーク
10）オファー獲得：2次インタビュー、交渉術、ラボのスタートアップに向けて

Question: What's your motivation to this seminar?
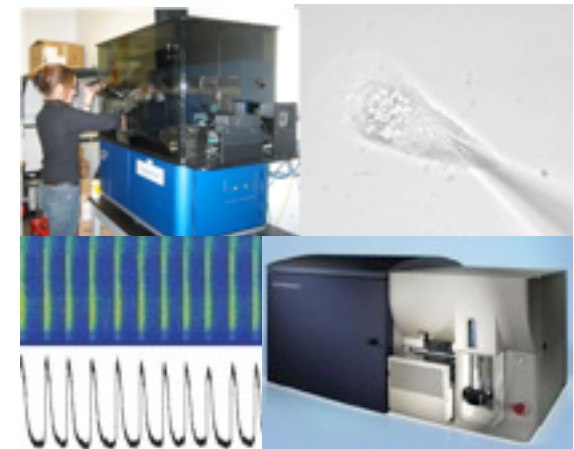
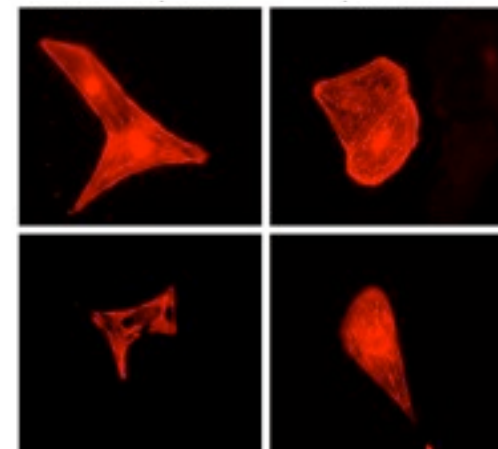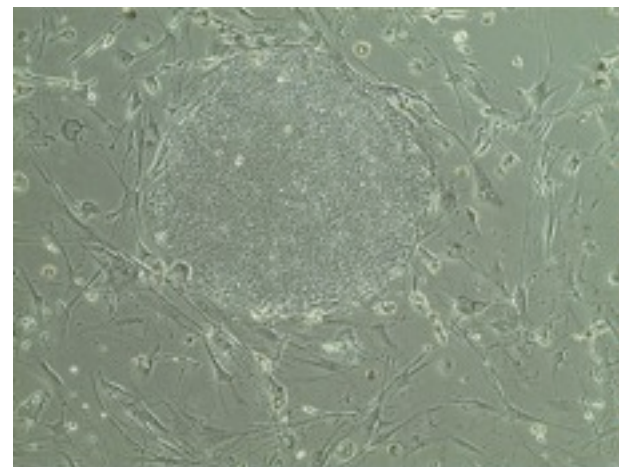Answer 1: Plan to apply to a faculty position soon

Answer 2: Like to apply to US faculty positions later

Answer 3: Not plan to apply to US positions
but interested in this topic

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Generation of human cardiac cells from patients using iPS cell technology

Harvest skin cells from patients → Reprogram skin cells into iPSCs → Convert iPSCs into cardiac cells → Phenotype cardiac cells and test drugs
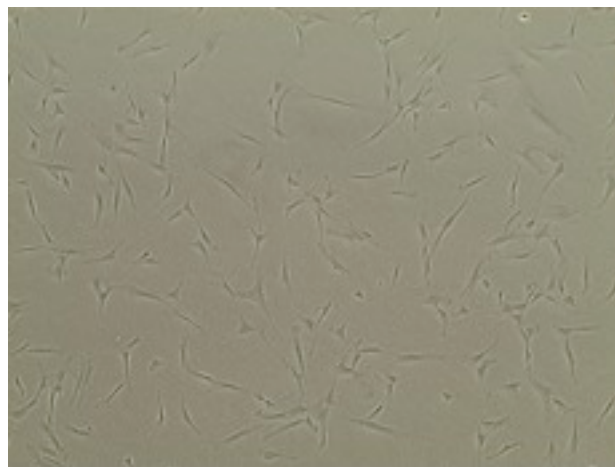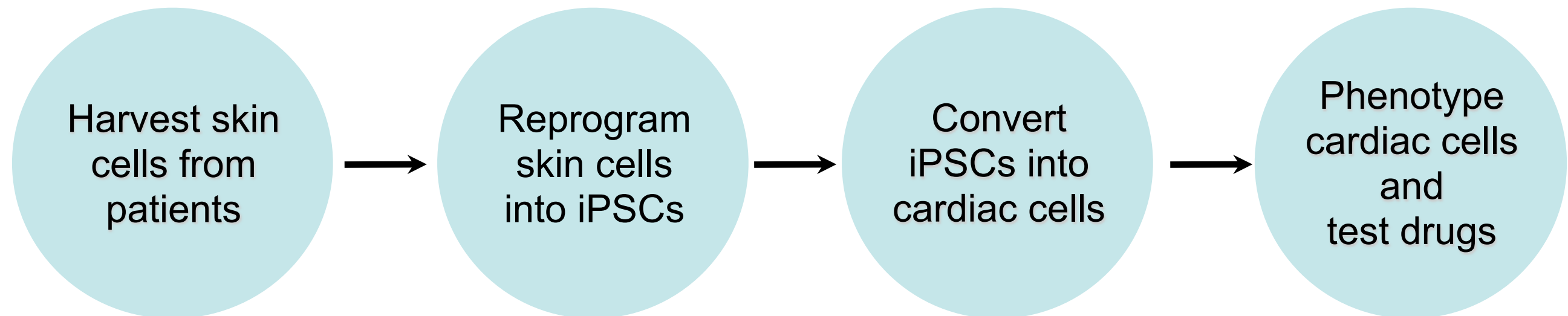
1) Timothy Syndrome
   (long QT syndrome type 8 and autism)

2) Dilated cardiomyopathy

Nature 2011
Nature Medicine 2011
Science Translational Medicine 2012

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１）応募方法：
公募の探し方、カバーレターと履歴書の書き方

Search

- Nature, Science, Cell websites (<u>check once week</u>)

- Networking at meetings, etc.

１）応募方法：
公募の探し方、カバーレターと履歴書の書き方

Cover letter

- Intro two sentences - I wish to apply...

- Middle Paragraph - I am working...
  - I believe that this is great fit with [XXX]
  - "My vision" "My research title"

- Closing sentences - why is this important?

- Keep it brief but punchy

１）応募方法：
公募の探し方、カバーレターと履歴書の書き方

CV

- Name and address

- Education

- Employment

- Research Experience

- Teaching Experience

- <u>Honor and Awards</u>

１）応募方法：
公募の探し方、カバーレターと履歴書の書き方

CV

- <u>Independent Funding</u>

- <u>Patents</u>

- Invited Presentation

- <u>Publication (bold all your name)</u>

- in preparation/revised (but no journal name) * in press and published papers should be separated from in revised papers and reviews

２）書類審査を通過するには（１）：論文、これまでの業績

Publication

- Need at least a big one

- Publication is crucial for getting invitations but not sufficient for getting an offer

３）書類審査を通過するには（２）：
グラント（主にNIH K99/R00について）

NIH K99/R00:

If you have it, it'd be good for getting interview invitations
but <u>not sufficient</u> for obtaining an offer...

application: Feb, Jun, Oct
score: Jun, Oct, Feb
starting date: Dec, Apr, Aug

K99 phase (1-2 yr, ~100K/yr)
R00 phase (3 yr, ~249K/yr)

3）書類審査を通過するには（2）：
グラント（主にNIH K99/R00について）

Score: 1-9 (by three reviewers)

Candidate: 1, 1, 2

Career Development Plan/Career Goals /Plan to Provide Mentoring: 3, 1, 2

Research Plan: 2, 1, 1

Mentor(s), Co-Mentor(s), Consultant(s), Collaborator(s): 1, 1, 1

Environment Commitment to the Candidate: 2, 1, 3

Impact/Priority Score: 12 (range10-90)

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３）書類審査を通過するには（２）：
グラント（主にNIH K99/R00について）

Because of NIH K99/R00...

Burroughs Wellcome Foundation (BWF) just quits "Career Awards in the Biomedical Sciences" but starts "Career Awards for <u>Medical Scientists</u>"

for <u>physician-scientists</u>
5 yr 700K

４）書類審査を通過するには（３）：推薦状とコネ

Three References are required:

1, current mentor (postdoc phase)
2, previous mentor (PhD/MD phase)
3, essential (famous) collaborator

Connection (networking) always helps you...

４）書類審査を通過するには（4）：
今後の研究、ティーチング経験

Research Statement (2-3 pages) is the most important...
Discuss with your boss (<u>to avoid future conflicts</u>)

1) to get first R01 grant (within 3 years)
2) to answer long-lasting questions (> 5 years plan)
(plus) developing new technology (ambitious plan)

Teaching Experience/Statement:
If you obtain PhD/MD in Japan, it's a negative factor...
But you may ask mentor to join to some classes officially
to obtain real teaching experience in US education
systems <u>if you are interested in teaching as your career</u>.

４）書類審査を通過するには：（追加）

Application Style:

1) Direct email to a chair or an <u>assistant (also give feedback)</u>
2) Online system

You may ignore page number regulation.
(because they don't check it so carefully)

To send an email for application,
prepare a single pdf file containing all materials
with your three major publications.

６）インタビューに呼ばれるまで：
突然の招待・電話に備える、NIH RePORTERの使い方

You must remember the name of chairs for sudden calls and your detailed schedule (you should know when you are available).

Ask him/her to send an email to you for reminder!

６）インタビューに呼ばれるまで：
突然の招待・電話に備える、NIH RePORTERの使い方

Once getting itinerary, remember all names and background/ publication and grants using department website, PubMed and NIH RePORTER

And, prepare a single pdf file for all informations!
This is because hotel/airplane internet was very slow.

６）インタビューに呼ばれるまで：
突然の招待・電話に備える、NIH RePORTERの使い方

RePORTER:

A useful NIH database for all types of NIH grants
You can see all abstract and information!

http://projectreporter.nih.gov/reporter.cfm

７）インタビュー当日（１）：
オープンセミナー、プレゼン練習

~40 min talk + 15 min Q&A

if somebody ask during your talk,
time management is very essential for showing your skill.

Practice, practice and practice!!!
(at least once every week)

Using a voice recorder and video camera
Attending a class:
"Advanced English Skills for Non-Native Speakers Classes"

Getting feedback from your mentors and colleagues if necessary

8）インタビュー当日（2）：個人面談

<div align="center">

45 min (or 30 min)

</div>

Prepare a copy of your itinerary and same one with info/keywords
Talk about yourself (~10 min)
Ask about his/her projects (~20 min)
about life, research, your concerns and a lot...(~20 min)

Check time! But don't look at watch (before start, remind him/her)

Basically, save your energy

Lunch with students/postdoc or junior faculty

Dinner with Chair(s) and senior faculty

９）インタビュー当日（３）：チョークトーク

90-120 min   I had 6 chalk talks

Talk about NIH R01 grant proposal (not much ambitious plans)

You should write main parts before it starts.
(ex. Specific Aim 1-3 and some illustrations)

Time management is very essential for showing your skills.

Of course, without preliminary results, it is very hard for you to propose your plans and to get plans convinced.

But you can do the best!

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Second visit:　　Information gathering

(if invited, you would get an offer basically!)

Ask more -
core facilities, option for secondary appointment(s)
Meet more other Assist. Profs, chairs and seniors.

You are worth it
You have power

Enjoy dinner with Chairs and Deans!

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

A part of negotiating at second visit:

Start to ask more...

Partner/Spouse, kids, housing, salary, benefits
Teaching, lab space, tenure

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

The Offer Letter:

Your wish list is required (ex. Excel file)
Informal offer is the first (oral)
A letter/draft can take a while
Start negotiation with Chairs (and Deans)
Negotiation using email is not so efficient...
you can ask one more visit with your family
Ask due day / time line (usually they let you know it)

Competing offers help you

- Date, space, start up, salary/benefits, tenure, teaching
plus moving, faculty housing, day care center

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Lab Space:

Where (room #)? How large (~1,000 sq. ft.)?
Shared rooms?
When ready to occupy?
Renovations are required?
Who pays for these?
Common space policy and access
Future needs?

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Start up money:

How much is it?　　　How I can use it?
When I can start to use it?
When must it be spent by?
What happens to balance?
Who helps?
What comes out of it/what not?
- your 9 month salary
- your summer salary
- admin assistance
- glassware, washing...
- lab phone, mail, photocopy...

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Other Sources of funds:

What and how are students paid (year 1-6)?
Internal funds for students, postdocs, research?
State money?
Junior faculty grants (seed grants) on campus?
Large, multi-investigator grants (Program-project like)?

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Salary and Benefits:

9 or 12 months?
Base salary (on which benefits are determined)
How to rearrange salary?
Benefits (housing, childcare, pre-tax, retirement, moving expenses, parental leave)
Percent off grants, *expected vs required*
Policy if cover more than this percent
Sabbatical (how much, how often, who pays?)

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Tenure:

What is major criteria? (grants, paper, reputation, teaching)
When does clock start and stop?
Are pauses for children OK?
What is tenure-deciding group?
What is history in that/those Department, School and Institute

１０）オファー獲得：
２次インタビュー、交渉術、ラボのスタートアップに向けて

Teaching:

How much?
When it starts? How many classes and how long?
Percent time?
TA support?
Second appointment obligations?

However, teaching is good opportunity to get better students
You may help a part of class to show what you do

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In the end....

In the process of job hunting,
I have learned a lot, and my ideas are sharpened.

Another word...
job hunting is a part of postdoc training.

To get a faculty job,
understand systems/rules, prepare seriously,
and enjoy interviews

Good Luck!

Thank you.