

# Obtaining a Faculty Position and Planning for Tenure

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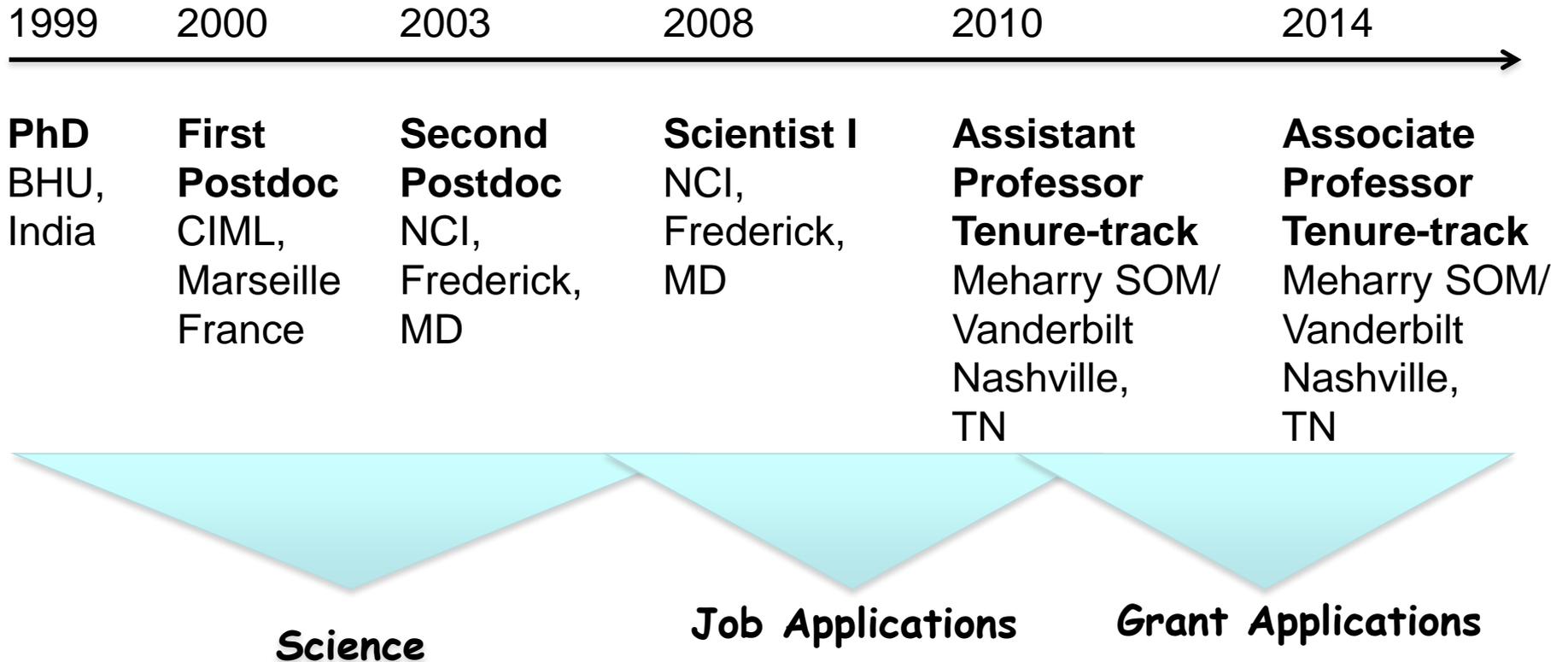
# Presenter Disclosure Information

The following relationships exist related to this presentation:

*No Relationships to Disclose.*

# My Career Path to the Current Position

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# Obtaining Your Faculty Position

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- 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

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- 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

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- 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

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- 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

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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

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- **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