



Strengthen your candidacy for a faculty position: get the letters and feedback you need

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What we're covering today

Ask your
questions:
[bit.ly/
PACUP-
STRENGTH-
QA](https://bit.ly/PACUP-STRENGTH-QA)

- What are the three types of connections you need as you enter the market?
 - How does your professional network give you an advantage?
 - 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?

How does it help?

Feedback

- 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.

Insider Information

- Someone on the ground 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

Sponsors/ Recommenders

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

Who would do this?

- 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.

- People who know the institution that you're applying to and the position.
- When 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.

- These are people who know you and think well of your work.
- They write recommendation letters, tell you about opportunities, use their network for you and/or call an institution on your behalf.

Who do you know?

Who do you know?



Potential
 You know them,
 but perhaps
 haven't spoken in
 a while

Ready to Engage
 Mentors, advisors,
 collaborators

Feedback

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Who do you know?

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	Feedback	Insider Information	Sponsors/ Recommenders
	1. I don't have anyone in my network		
Potential You know them, but perhaps haven't spoken in a while	2. I have connections but haven't engaged them in a particular way 3. I have connections that have these roles, but I haven't engaged them in this particular role		
Ready to Engage Mentors, advisors, collaborators	4. I know them, and they are ready to help		

Who do you know?

Who do I know?



Feedback

Insider Information

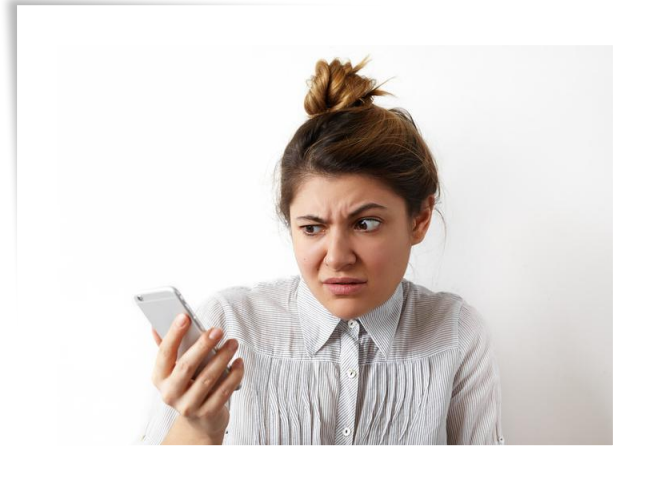
Sponsors/
Recommenders



Pair up! Brainstorm:
Who do you know who could help you
in one of these three areas?

Do not worry yet about **how** you're going to talk to them, or get them to agree to help you.

Just brainstorm **who you know.**



Take 2 minutes and write. Then pair up and brainstorm some more

Who do I know?



	Feedback	Insider Information	Sponsors/ Recommenders
<p>Potential</p> <p>You know them, but perhaps haven't spoken in a while</p>	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Research university Y: are there any UCSF/UC, my PhD alums? Conference Z: Anyone from universities of interest going? 	<ul style="list-style-type: none"> That mentor for my K99 My dept chair? Professor A, who chaired my panel at ASCB?
<p>Ready to Engage</p> <p>Mentors, advisors, collaborators</p>	<ul style="list-style-type: none"> My Postdoc advisor 	<ul style="list-style-type: none"> Postdoc in my lab wrote a paper with a faculty at University X 	<ul style="list-style-type: none"> My Postdoc advisor My graduate mentor My undergraduate Project Collaborator Professor X

Who do you know?

Who do I know?



	Feedback	Insider Information	Sponsors/ Recommenders
Potential You know them, but perhaps haven't spoken in a while			
Ready to Engage Mentors, advisors, collaborators			

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.



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.

Take 2 minutes and brainstorm. Then pair up and brainstorm some more

Who do I know?



	Feedback	Insider Information	Sponsors/ Recommenders
Potential You know them, but perhaps haven't spoken in a while	<ul style="list-style-type: none">• 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	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?	
Ready to Engage Mentors, advisors, collaborators	<ul style="list-style-type: none">• My Postdoc advisor		

The source of energy in your professional universe



“Why will people help you?”

In Your Personal World



VS

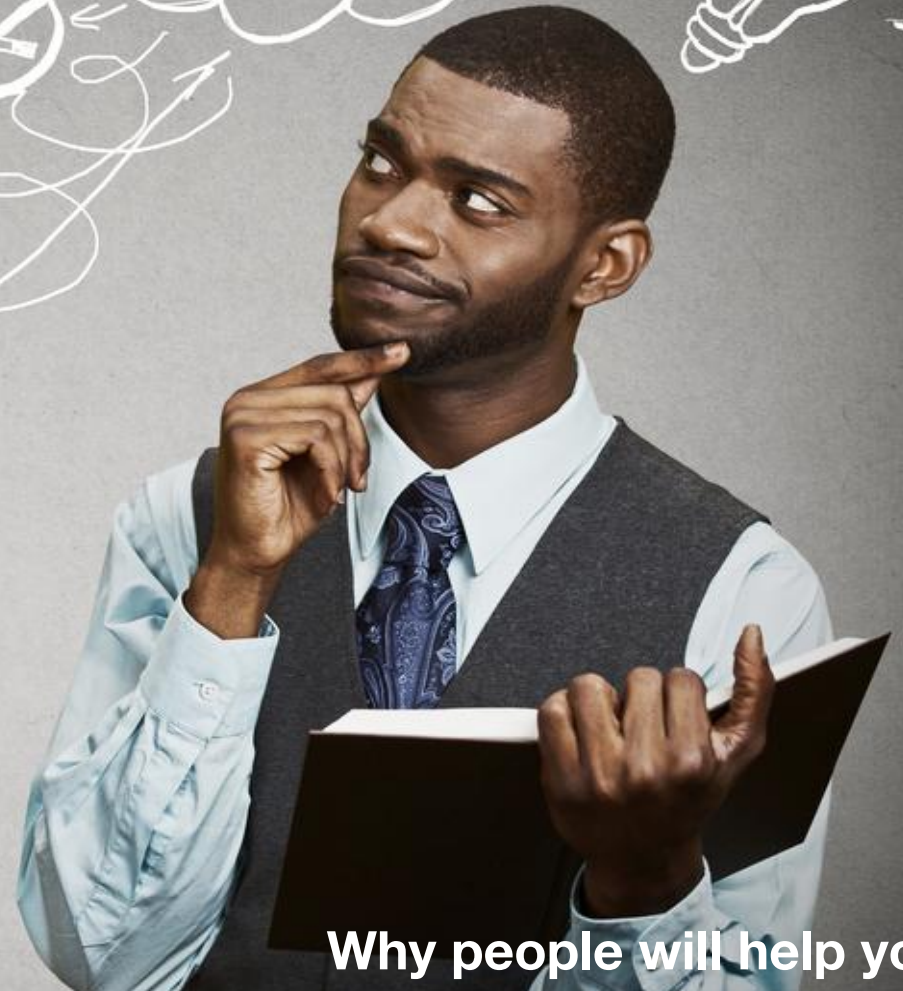
In Your Academic/ Professional World



“Why will people help you?”



“I would help with that”



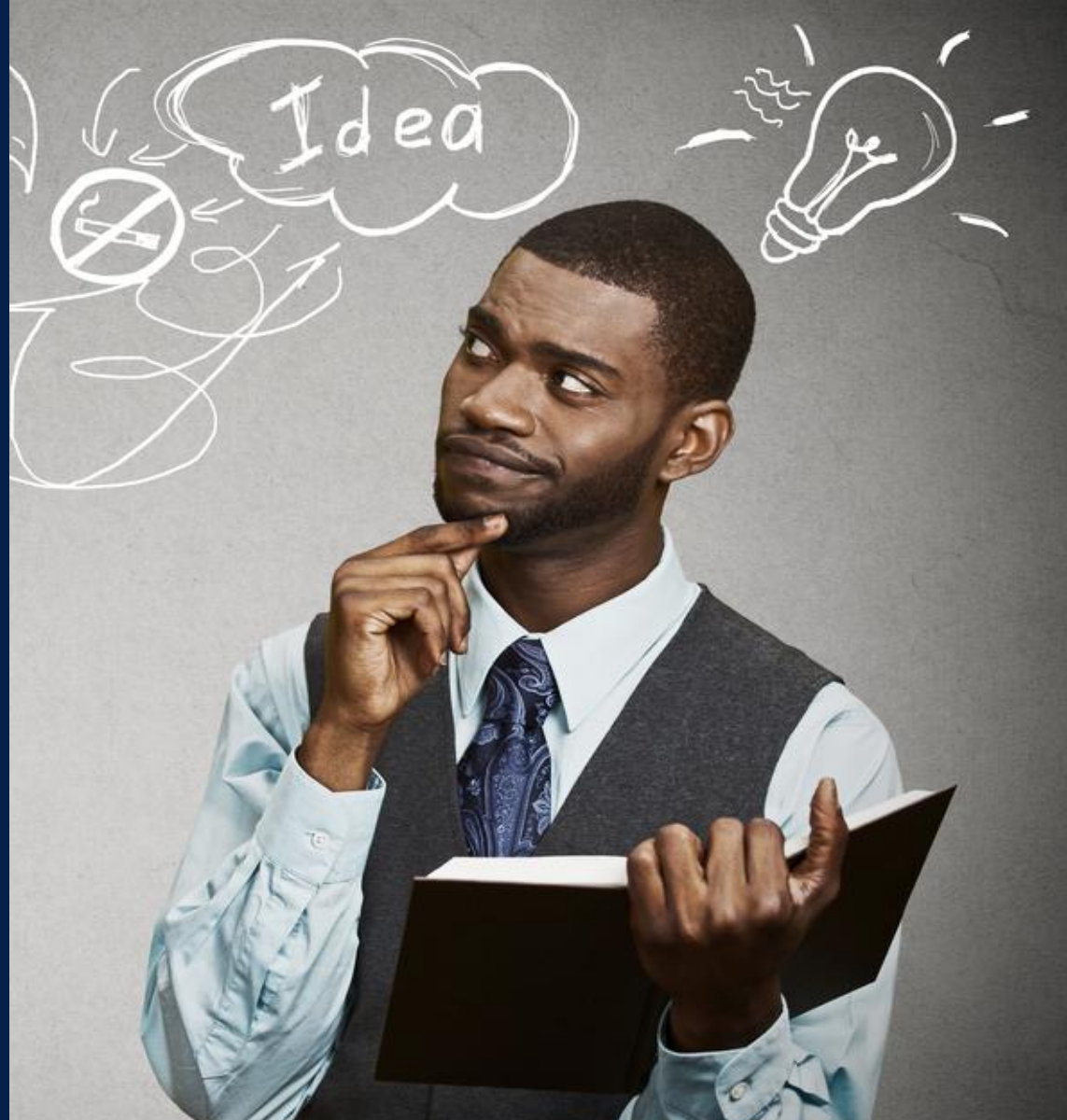
Why people will help you

For each scenario, in pairs, decide if you would help.

Answer choices:

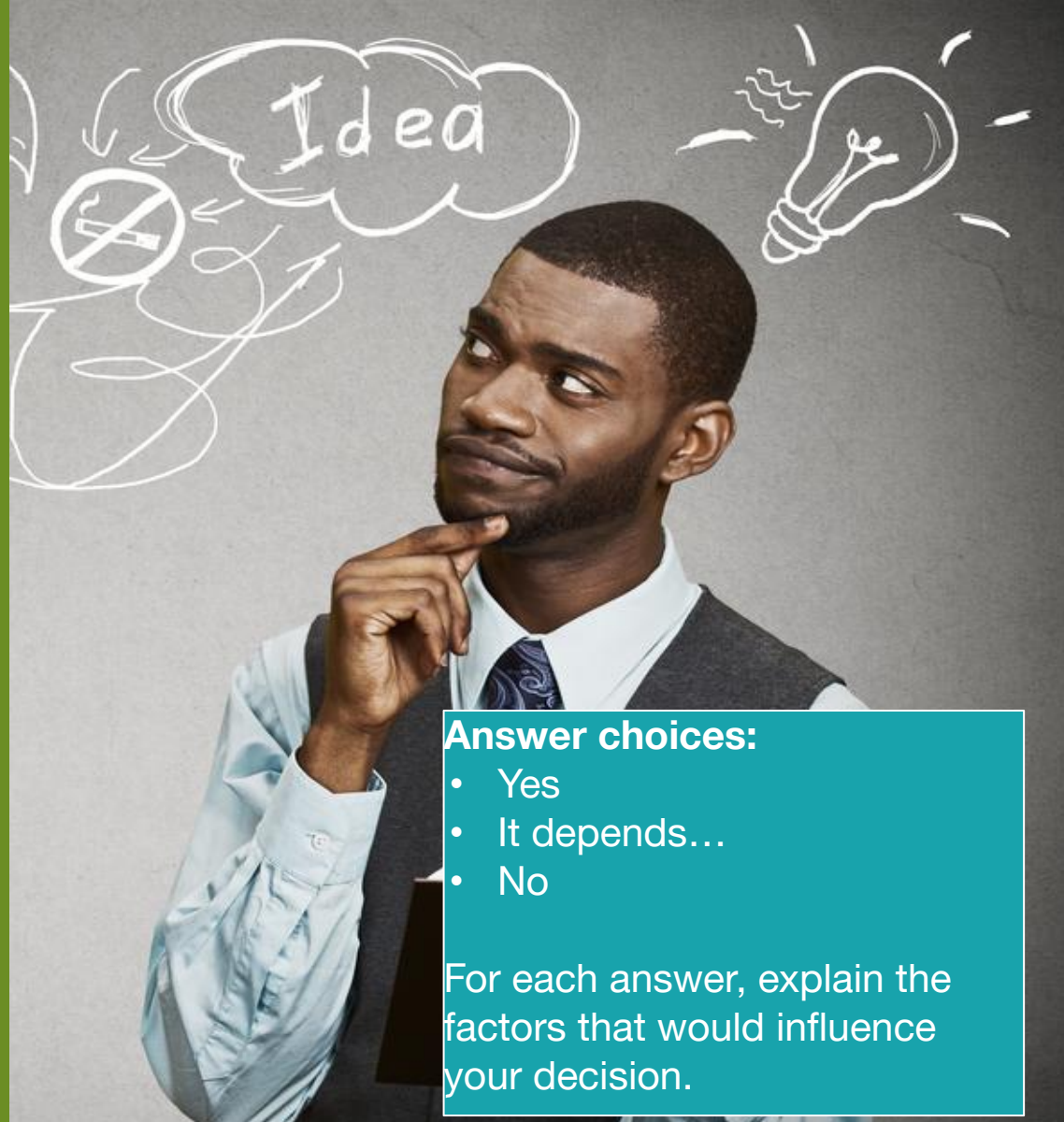
- Yes
- It depends...
- No

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



You are a postdoc, and your PhD advisor contacts you to ask you to speak with a current advisee of hers, who is considering a postdoc at your current institution.

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



Answer choices:

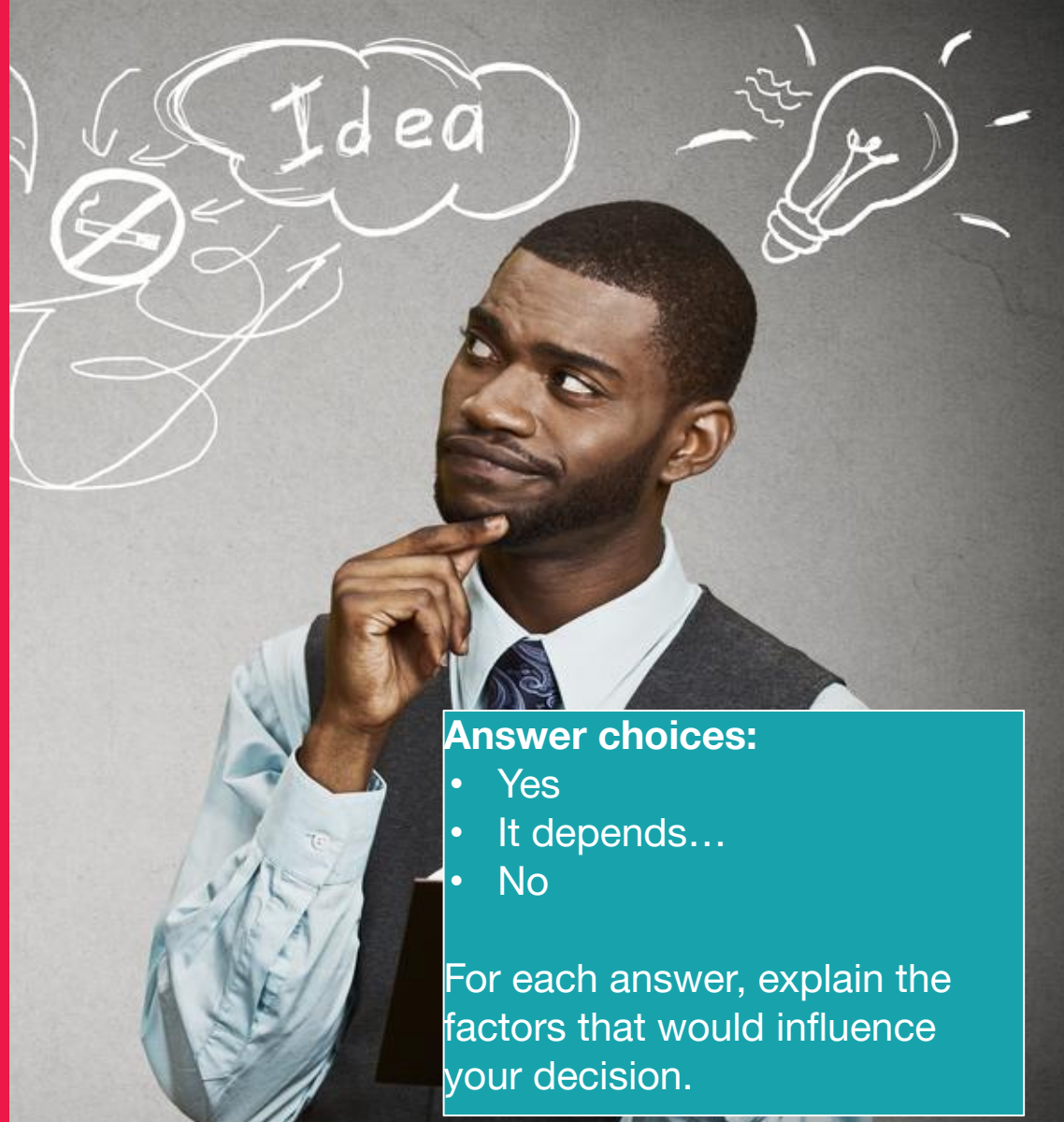
- Yes
- It depends...
- No

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

It's the future, and you are 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 would influence your decision.

Why would people in your professional community help you?

1. Because you're doing interesting work
2. Because your work could forward their goals
3. To share their knowledge
4. Because they have hard won lessons
5. Because they wish someone had helped them
6. To repay a favor
7. To help a friend
8. They have the time/interest to do so
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

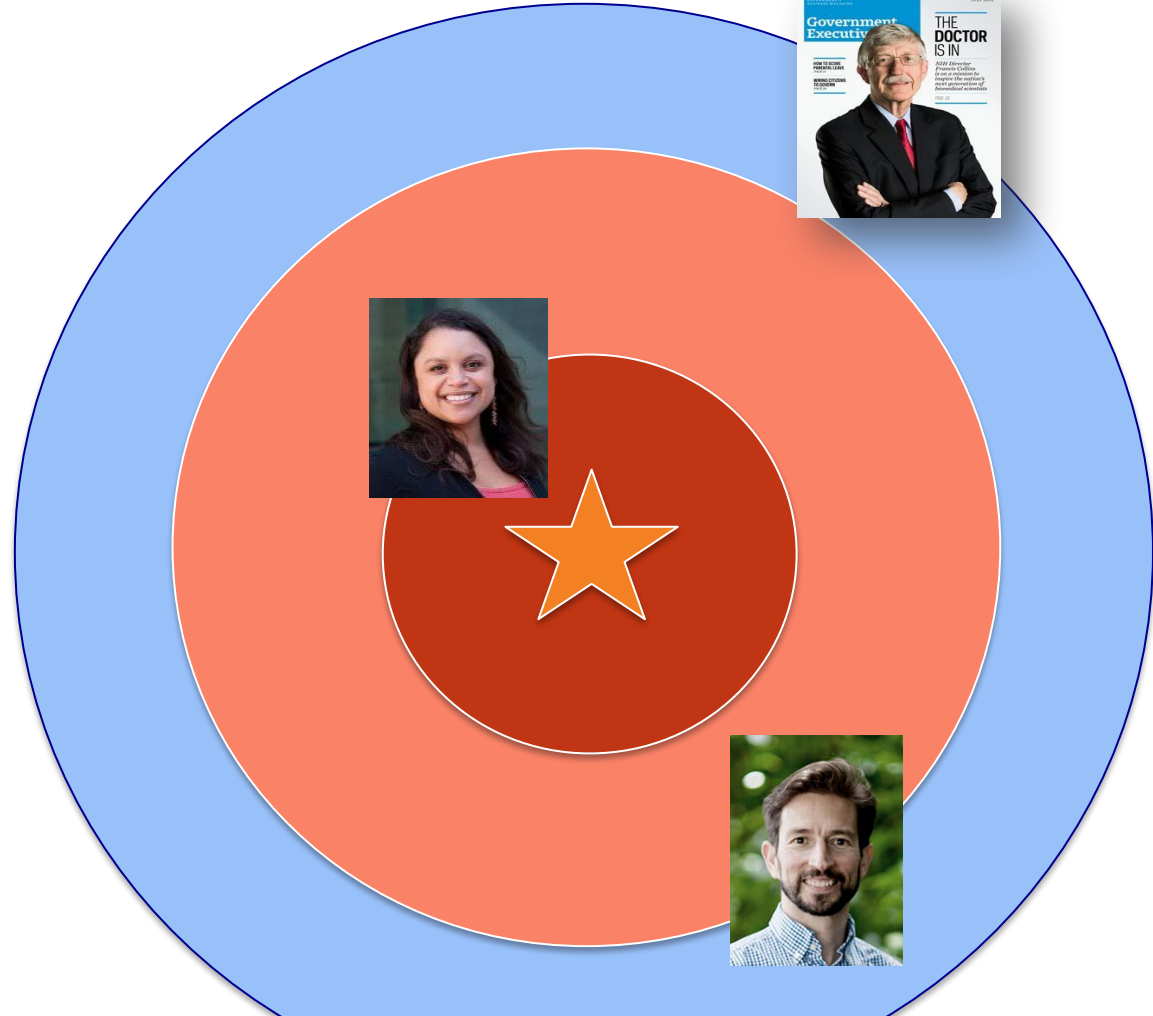
In Your Academic/ Professional World



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

- **What?** Get feedback on statements (research, teaching, diversity)
- **Who?**
 - Someone who can critique your work with an ‘insider’s eye’.
 - You do not have to know this person well.
 - You do not need to like this person.
- **Why?** Determine **whether your statement is compelling.**
- **How?** You can use our ACRA research statement rubric to guide the discussion (for e.g. you may need feedback on your **vision, strategy, rationale, fundability, structure**)

Dear Dr. Franklin,

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 get perspective on my research program, because of your work on X. 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,

Albert Einstein

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:



**I'm an immunologist,
studying the role that
Tregs play in type 1
diabetes**

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 where I intend to apply for a faculty position this year. I'm wondering if you might have 20 minutes 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, using a type 1 diabetes mouse model. I've attached my CV to give you a sense of my background.

If you're going to ASCB this year, perhaps we can meet at the conference, but we can also talk by phone or Skype; I'm flexible and will adapt 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 needs to be a strong letter – for US R1 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.

Source: Jonathan Birch, LSE

The British style:

'Jones is one of my PhD students. For a PhD student, his work is quite good. Indeed, I would even say it compares favourably with the work of some of my other PhD students.'

The American style:

'I have never recommended anyone more highly than this. Jones is, without doubt, the most agile thinker of his generation, and perhaps of any generation in living memory. I would like to say he will revolutionize the field, but such an understatement would do no justice to his true abilities. More likely, he will define an entirely new field, Jones Studies, that will enjoy such prestige that a Nobel Prize in Jones Studies will soon be created, with Jones as its inaugural recipient. Indeed, I would not be surprised to see Jones win three or four Nobel prizes, given his strong side-interests in medicine, physics and peace. While you may be concerned that Jones has no publications, I assure you this is only because Jones's research, like Darwin's, is so potent that it would be reckless to release it on the world prematurely.'

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 “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.


[If this isn’t your PI] I’m specifically asking you, because you had the opportunity to see me do 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. What is your plan?

- Who are you going ask?
- How are you going to approach them?
What will you say to them?
- What concerns do you have?



**Write it down
and practice
for 2
minutes.**

Take 2 minutes and write. Then pair up and brainstorm some more

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What did we cover today?

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survey
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Thank you. Questions?



- ◆ /UCSFOCPD: 
- ◆ @UCSFOCPD: 
- ◆ Ucsfconnect.com: Connect w/ alumni
- ◆ Career.ucsf.edu/listerservs: Career Listserv
- ◆ Career.ucsf.edu
- ◆ @LaurenceEdu

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