



university of
 groningen

Preparing for your next step – a career inside academia -

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A short introduction of myself



Pre-clinical pharmacologist / pharmaceutical scientist

- MSc/MPharm - Pharmacy School RUG
- PhD UoG

International training:

- 6mo research in Rega Institute, Belgium (1990)
- Postdoc in Dallas, TX USA (1993-1994)
- Sabbatical leave Harvard Medical School, Boston, MA, USA (2009-2010)
- Several short work visits HMS 2010-2015

Professor of Life Sciences at UMCG since 2004

Educator and Research group leader at UMCG since 1995 (KNAW fellow)

- (co) supervised >30 PhD students

Teacher in secondary school and high school programs, BSc, MSc, GSMS program

* Per April 1 2015: **advisor and trainer Talent Development and Groningen Graduate School program**

Who are you – short introduction

What are your ambitions for your future career ?

What achievement so far are you most proud of ?

Aim of this workshop

to become aware of

- **your next step** after obtaining your PhD
 - master your own destiny
- what **issues are important to work on** between 'now and then'
- **become informed on routes** to properly prepare for your next step in academia

If you don't know yet what your next step will be: please enjoy this workshop as well

Outline

30min lecture/discussion:

- expected qualities of a new academic staff member

Break

1.5h workshop:

- the 'you' part of the equation: your qualities, what would you like to further develop
- what should be done between now and your next step ... what is your next step ???

What is the main goal of a PhD trajectory

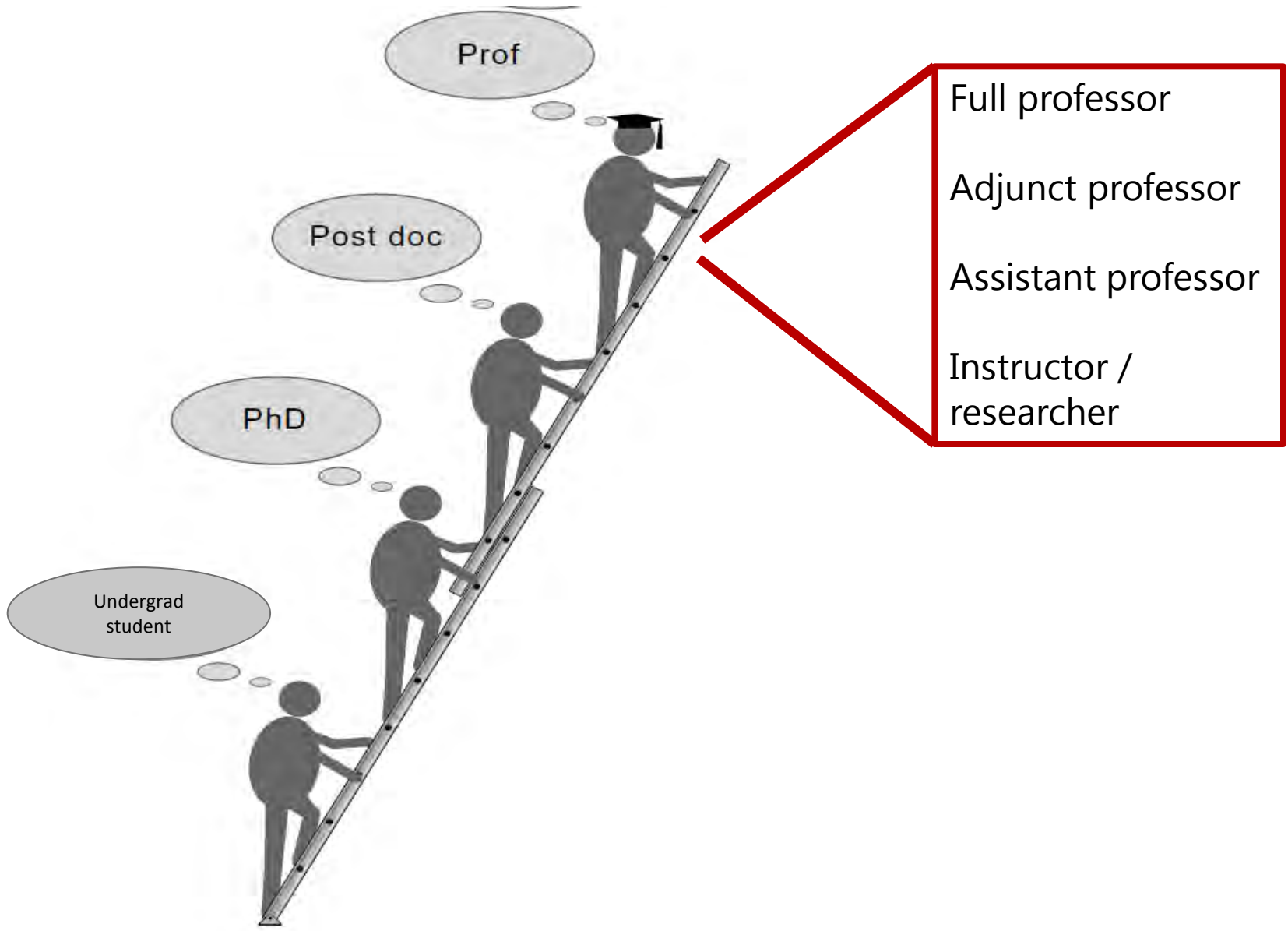
- Learn to perform research
- Develop your personal skills
- Develop professional skills

at a high academic standard

with which you can pursue a successful career

- Inside academia
- Outside academia

Up the career ladder in academia



What does the next step require ?

Postdoctoral training

- what do they expect from **YOU**:

But; what if you do not want to work on a project designed by someone else....

Write your own grant proposal

What does the next step require ?

Instructor / assistant professor / associate professor

- What they want from YOU:

Assistant Professor level. We are seeking highly motivated individuals with demonstrated potential for creativity and excellence who are working on

- Personal grants, network and network grants
- High quality contributions to science (1st au / senior author)
- Experience, Vision about teaching at Univ level



Keyword **Search**

Tenure-track

Print

- Policy, Output and Support
- Funding and Career Support**
- Funding Support Services
- Grant Finder
- HR Excellence in Research
- Opportunities for Prospective Students
- Tenure-track**
- Assistant Professor
- Professor (Associate)
- Rosalind Franklin Fellowship

The UMCG is recruiting new academic staff members according to the Tenure-track system. In short, the Tenure-track system is a career path or line of about ten years for academic staff. If the career path is followed successfully, it will lead to a professorship.

The Tenure-track system is characterized by a careful, strict selection policy, directed towards attracting extremely talented researchers. Later on in the path, previously established criteria will be carefully applied by a committee to determine whether the tenure-track staff member can continue the career path from [assistant professor](#) via [associate professor](#) to [full professor](#). More information can be found in the UMCG tenure-track document ([English](#) or [Dutch](#)).

Contact Research

Contact UMCG

- Practical**
-
- Pure (Etalage)** >
- Research News** >
- Upcoming Events** >

From now on: be prepared, position yourself properly

be informed
instead of just
opinionated

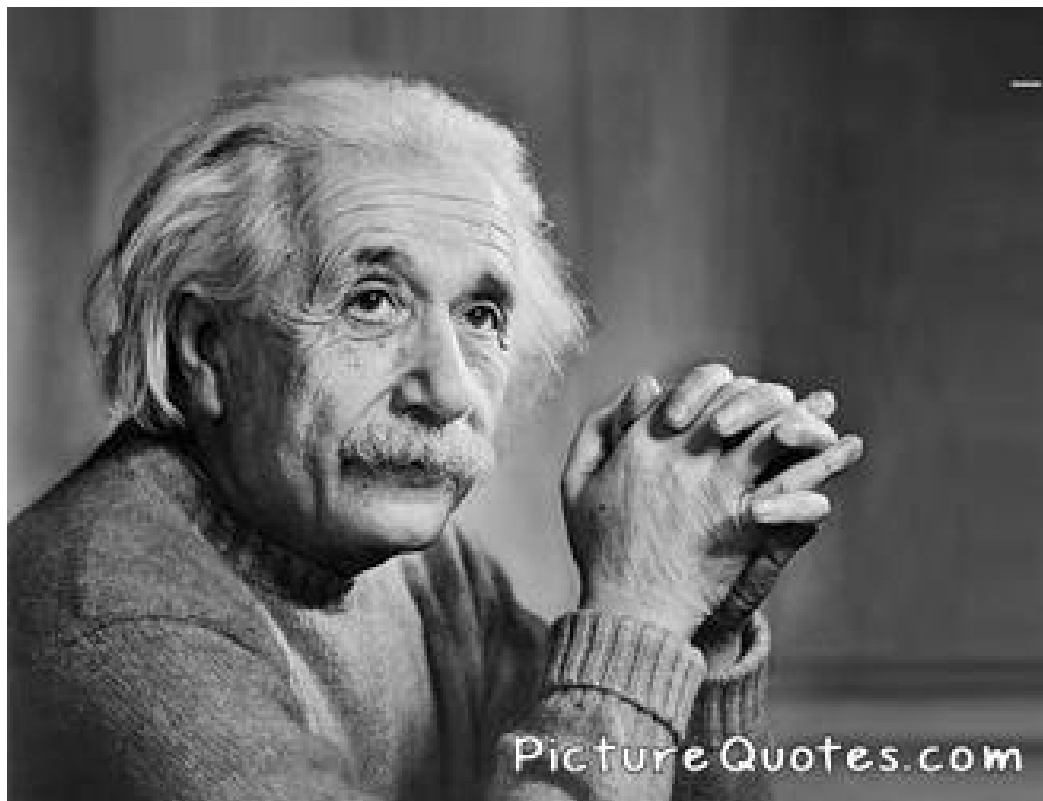
communicate

scientific arena

Be Bold
jucoolimages.com
Be Unique
Be Original
Be Different
Be Weird
BE DORKY
BE CREATIVE
Be Nothing Less
than Yourself!

be knowledgeable

have your pitch
talk ready



PictureQuotes.com

**I have no
special talent.
I am only
passionately
curious.**

ALBERT EINSTEIN

Key assessment criteria for academic career grant

- Quality of applicant
 - CV, publications, references
- Quality of proposal
 - clear objectives, innovative/timely, feasible
- Quality of hosting institute/collaborations / network
 - excellence, ability to learn/interact
learning opportunities
- Valorisation
 - relevance/importance

Stand out!

We look for the next generation of academic leaders (F/M) !

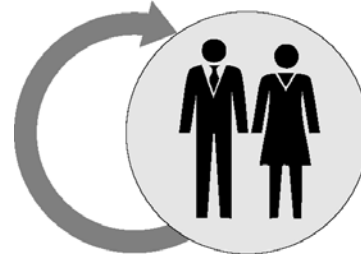
You can not climb the career ladder with
your hands in your pockets

(freely translation from Coach Kalender 2016)

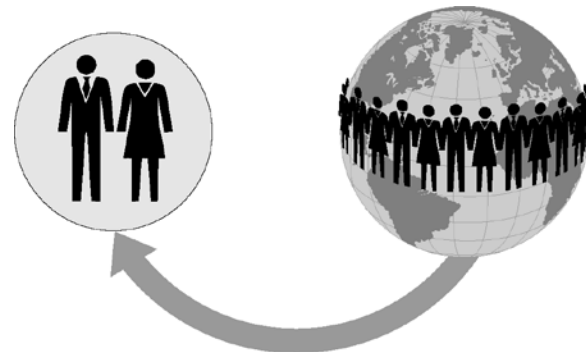
develop yourself and your skills !!!

Some essential personal skills

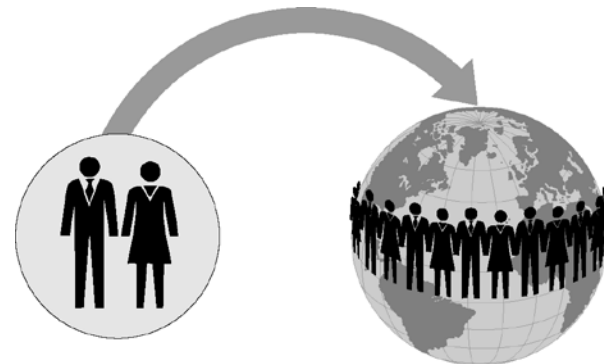
Being able to **persevere**



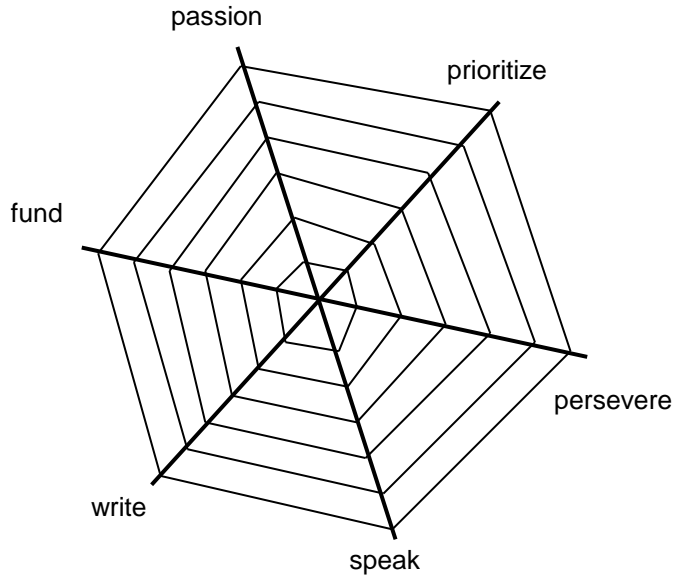
Ask other people for **help**



Become a **role model**
for other people



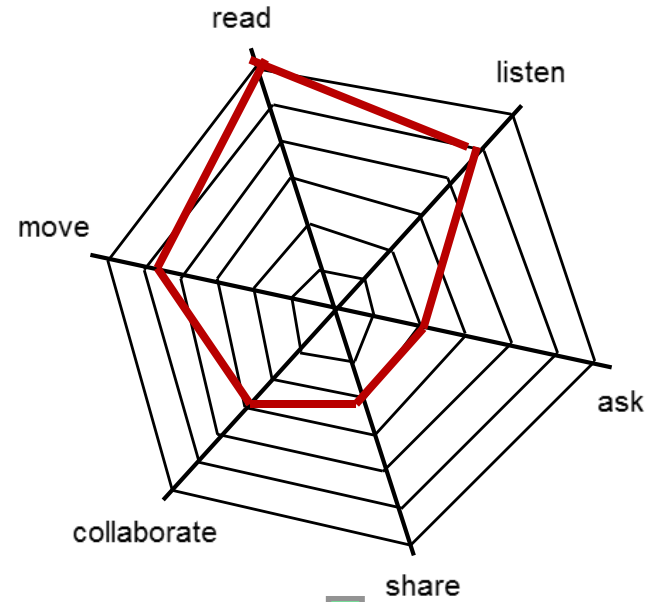
Who are you, what are your skills



What are your own talents



Road map for your career



How well do you use other people's talents



Building your career / paving the path

Your own web – where do YOU stand

- Take one of the two webs
- Answer the Questions and make your web
- Sit in groups of 2 and discuss your own web with the other:
 - which subjects do you feel happy about
 - which subjects need attention
 - why / why not
- Short plenary discussion afterwards: what to do with what you've learned ?

Your next step

THE PLANS:



THE PLAN YOU
TELL YOUR
ADVISOR

- "I'M GOING TO BE A
- PROFESSOR AT A MAJOR
- RESEARCH UNIVERSITY
- AFTER I GRADUATE."



THE REAL
PLAN

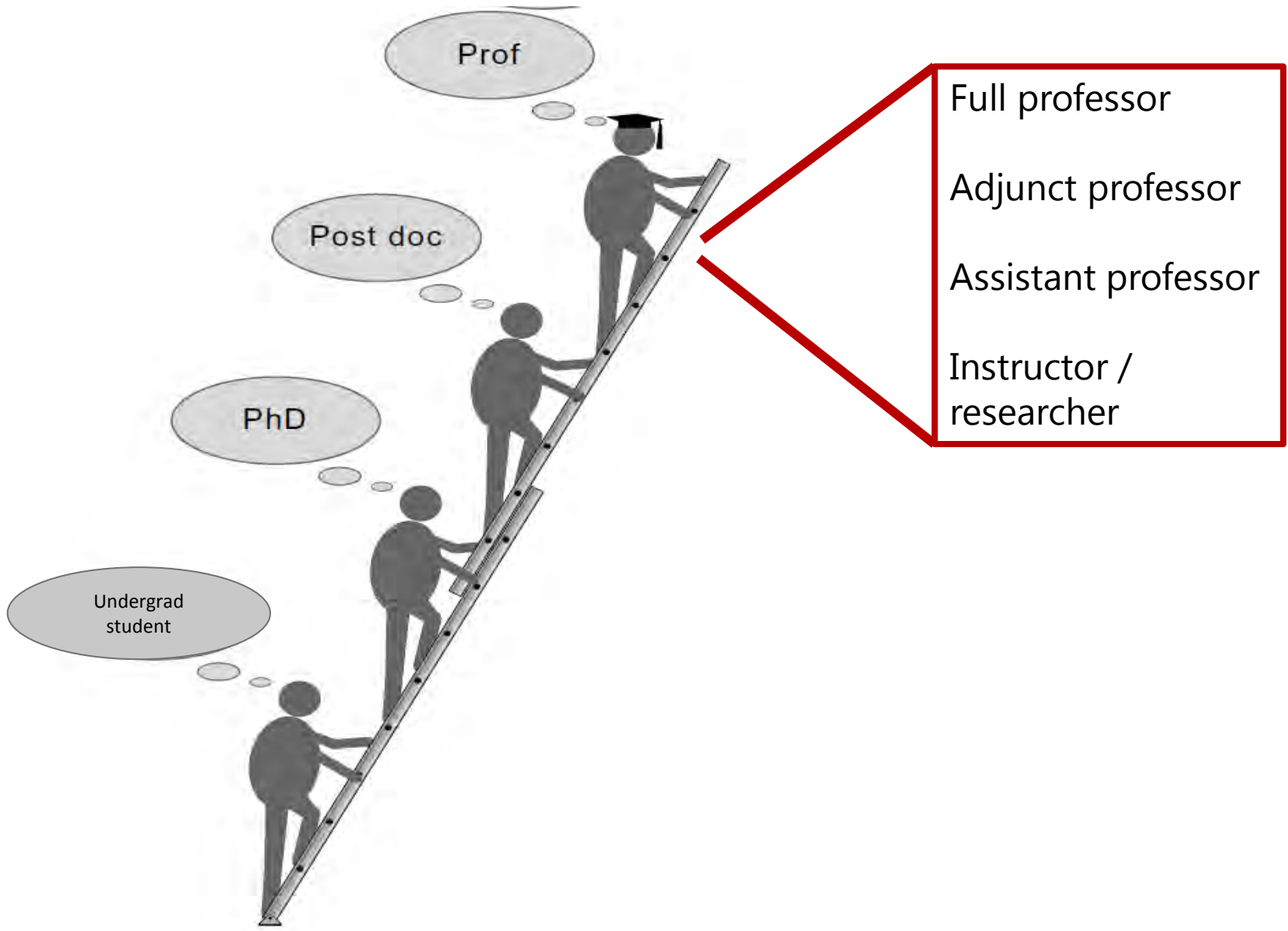
- LOOK FOR CAREER
- ALTERNATIVES.



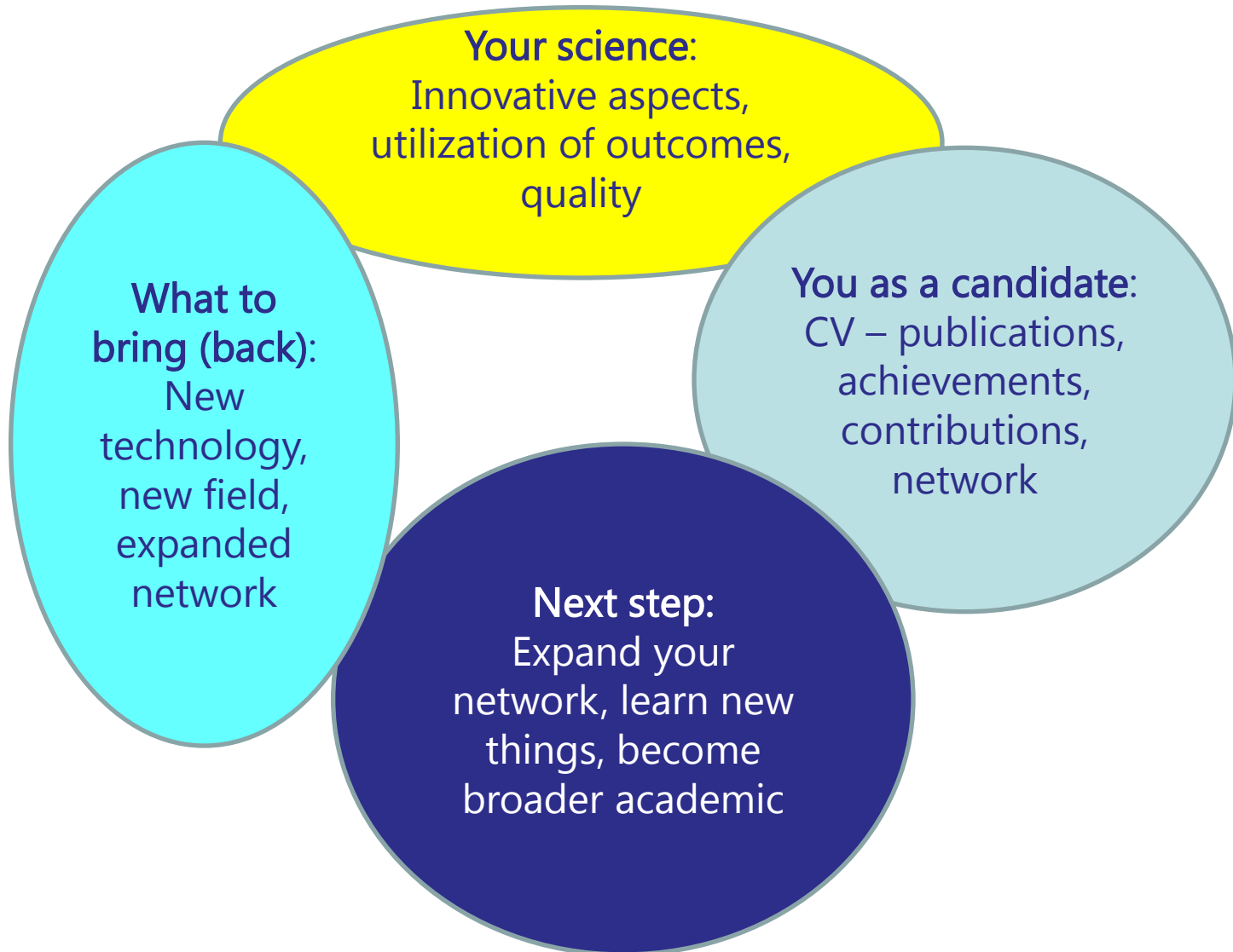
THE SECRET
PLAN

- BECOME A
- BAKER/ROCKSTAR/WRITER.

Up the career ladder in academia



Your next step in academia: now vs. then



What is your next step ?

What's in there for my supervisor(s) /mentor ??

Who can become part of your support team ?

Can I ask for help – I'm just a starter?

I did not achieve anything yet.....

Why do you want to take this step ?

Who am I to bother a professor?

TOGETHER™ WE Can Do MORE



What is your next step ?

What's in there for my supervisor(s) /mentor ??

Who can become part of your success?

Can I ask for help – I'm not sure

Fear is just temporary – Regrets are for ever !

(translated from Daniel Lohues)

...I've never done anything yet.....

...do you want to take this step ?

Who am I to bother a professor?

From uncertainty to a plan !

- What are the issues you would like to work on after your PhD
- Where can you work on this ?
- What expertise do you need?
 - What techniques/methods/tools do you need?
 - Can you get that training during your PhD ?
 - And how about PERSONAL development ???
- How can I get there / what steps do I need to take:
 - What to do within your PhD studies
 - What to do in parallel to your PhD studies
 - Do you already know people who work 'there', if not:
 - Where to find info / people to connect

And so on and so forth ...

Your personal story board – your next step

What are the issues I want to work on after my PhD

Where can I work on this

What steps are necessary to get there



Whom do I know in this field

Who can assist/help me to get connected

What do I need to learn/do to get there

When could/should I work on this






Assignment :

From extreme uncertainty (chaos) to a plan!

- Work on **your** story board
 - fill out sticky notes with info for your proposal that fits the items on the board
 - Use colors to distinguish ?? versus known info/facts
- Empty your thoughts randomly first:
after that :
in 2nd round of thinking:
 - **Park** when they feel good but uncertain
 - put them in **waste bin** when they are never feasible from your perspective now
 - put in '**dangerous**' if they may be too much out of reach... for now
- Discuss your story board after 15 min **in groups of 4**
 - **What is your comfort zone**
 - **What could be / should be worked on in the coming 12 months or: do you wait until year 2 of your PhD studies ??**

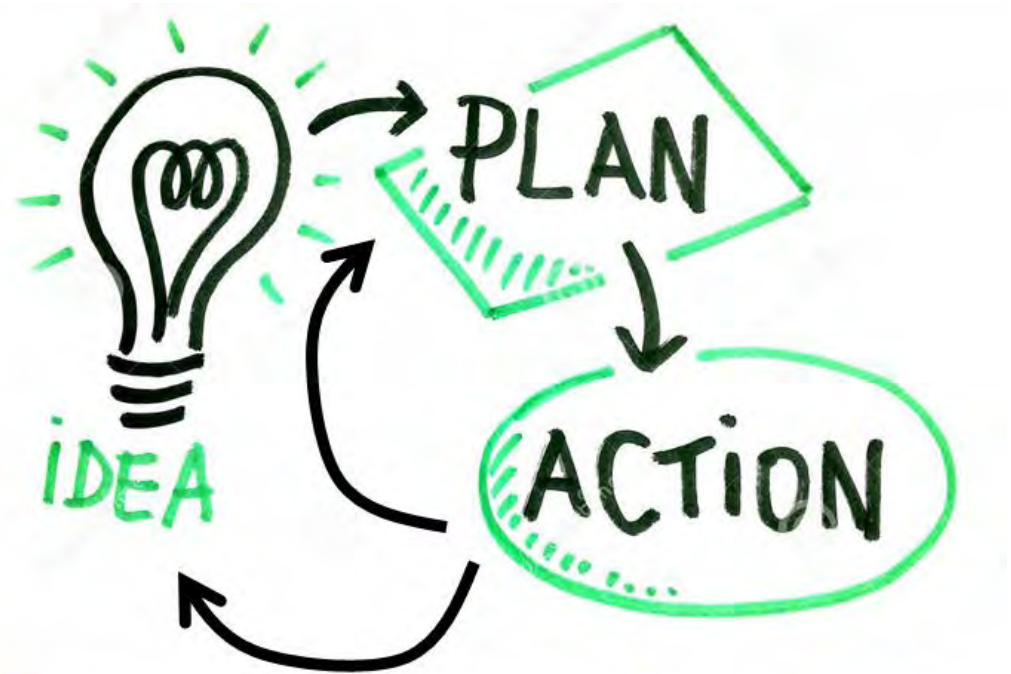
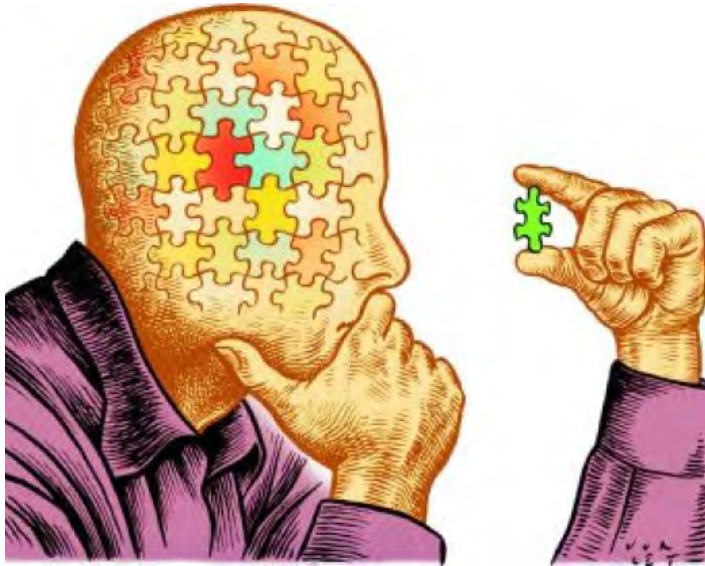
Your personal story board – wrap up

What did you learn about yourself, your future,
your environment maybe.....

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From awareness to ideas
to a plan and then:

Action !



- Refresh your awareness once in a while
- Make your thoughts and ideas concrete and talk about them and also about your worries etc.
- Work on the content of your PhD project instead of procrastinating, defining other (side)projects etc.
→ use your time effectively

Find a mentor and define together what you need from her/him, what she/he can do for you