

11th Annual NIH Career Symposium

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Speaker Biosketches

Deana Around Him	4
David Ball	5
Allyson Byrd	6
Patricia Cameron.....	7
Hyrum Carroll	9
Kee Chan	10
Charu Chaudhry.....	12
Elizabeth Cho-Fertikh.....	13
Vincent Clark.....	14
Stephanie Cologna.....	15
Emily Cordas	16
Luciana Crotti Espinoza	17

Sandeep Dayal	19
Dennise De Jesús-Díaz.....	21
Megan Dennis.....	23
Barna Dey.....	24
Tracy Jill Doty	26
Aysegul Ergen	27
Kristin Fabre	28
Jodie Fleming	29
Zoe Fonseca-Kelly.....	31
Caitlin Fox	32
Ashish Gupta.....	33
Diana Huestis.....	34
Gaelle Kolb	35
Amy Kullas	36
Jason Laliberte	37
Rena Lapidus	38
Shan Liu	39
Michael Manning.....	40
Alison McBride.....	41
Sarah McCormick.....	42
Caleb McKinney.....	43
Jason Mock.....	44
Abigail Nash.....	45
Tanasa Osborne.....	46
Alison Pearce	47
Carolyn Peluso	48
Eric Polley	49
Magdalena Preciado López	50
Rebecca Prevots	51
John Reich.....	52
Isaac Rodriguez-Chavez.....	53
Adam Ruben.....	54
Rajni Samavedam	55

Arti Santhanam	56
Shanen Sherrer	57
Shantanu Shewale	59
Shana Spindler	60
Peter Szabo	61
Audrey Thevenon.....	62
Ashley Triplett	64
Aswani Valiveti	65
Louis Weiner	66
David Weliky.....	67
Stacy Wendell.....	68
Brad Wible	70
Yolanda Williams-Bey.....	71
Sandra Wolin	72

DEANA AROUND HIMPanel: *Careers in Science Policy and Advocacy*Research Scientist
Child Trends

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What university is your highest degree from? Johns Hopkins
What field/department was your highest degree in? Public Health
What year was your highest degree awarded? 2014

Any other universities or degrees that you would like to mention?
 AB from Brown University, ScM from the Harvard School of Public Health.

Describe your current role/responsibilities.

I conduct research and evaluation for the Youth Development program area at Child Trends. I also work closely with the Early Child Development program area. In many of my projects, I contribute my expertise in working collaboratively with communities, for example leading community engagement and capacity building tasks.

What skills are necessary for you to complete your job?

Necessary skills include: working collaboratively with teams that include individuals who come from diverse educational and cultural backgrounds; communicating about research and evaluation methods and findings with diverse audiences; writing/producing a variety of research and evaluation projects (proposals, briefs, reports, peer-review publications).

How did you get your job (networking, job-listing, etc)?

All my professional positions have been the result of networking.

How long was your job search? Under one month.

What is a typical starting salary in your field? Doctoral trained in this region is likely \$75k.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Teaching and lecturing, taking advantage of internship and post-docs, volunteering to serve on committees with faculty and other leaders when I wouldn't interact with them otherwise (ex. because our work didn't directly overlap), experience at multiple levels (ex. community, regional, national).

What advice would you give to someone who was interested in your career path?

Look for opportunities to expand your thinking and give you diverse experiences. Find mentors that were recently in your position and some who have been in their careers much longer. If your work environment isn't supportive of your development alongside development of the organization, it is okay to look for something else.

DAVID BALLCore Microscopist
NCI

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Panel: *Research at Universities,
Government and Non-profits*

What university is your highest degree from? University of Tennessee
What field/department was your highest degree in? Physics
What year was your highest degree awarded? 2006

Describe your current role/responsibilities.

Working in the Microscopy core lab, my main role is to build state-of-the-art custom microscopes, and develop image processing algorithms tailored to the needs of biologists. I am also involved in the training of users on both our custom and commercial microscope systems.

What skills are necessary for you to complete your job?

An understanding of optics and computer programming are critical for my job. It was also important to understand how to prepare samples for optimal observation on the microscope.

How did you get your job (networking, job-listing, etc)?

I replied to a job listing in Nature for my current job.

How long was your job search? 6 months.

What is a typical starting salary in your field? \$75,000.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Although my degrees are in physics, my post-doctoral training was performed in a biology lab, where I was able to learn how to grow and image live cells. Without this additional experience I would likely not have my current position.

What advice would you give to someone who was interested in your career path?

As with any science career, it is important to keep on top of the literature, but this is especially true when dealing with the rapidly changing field of optical microscopy.

ALLYSON BYRD

Associate Scientist
Genentech

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Panel: *Industry: Research and Development*

What university is your highest degree from? Boston University
What field/department was your highest degree in? Bioinformatics
What year was your highest degree awarded? 2016

Any other universities or degrees that you would like to mention?
 University of Georgia, Genetics.

Describe your current role/responsibilities.

I'm an associate scientist in Cancer Immunology. My responsibilities are leading the microbiome efforts of the Reserve Translation team. This requires interacting with individuals throughout the company (basic researchers, clinical trial teams, biomarker scientists, and leadership) to educate them on the importance of this field of study. When I'm not giving presentations or attending them, I'm analyzing the microbial constituents in clinical trial samples and associating those communities with clinical covariates.

What skills are necessary for you to complete your job?

Computational skills to analyze datasets, organization skills to quickly find those analyzes and share the results with others, but most importantly presentation skills. Your work is only valuable if you can convey the message to a diverse audience. In industry, you don't write grants you give powerpoint presentations.

How did you get your job (networking, job-listing, etc)?

My NIH PI emailed a contact at Genentech, who forwarded my information to a colleague. After he and I chatted on the phone, he put me in contact with my now boss. Once my foot was in the door, it was my seminar presentation, expertise, publication history, and references that got me the position.

How long was your job search? ~6 months.

What is a typical starting salary in your field? \$100,000, but this can vary dramatically depending on the location.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Doing a short industry internship to get a taste for non-academic positions.

What advice would you give to someone who was interested in your career path?

Build strong relationships with people across the NIH not just in your institute. Start building these relationships early, so you aren't scrambling when you start actively looking for your next position.

PATRICIA CAMERONPanel: *Maximizing Yourself as a Faculty Candidate*

Vice Dean, The Graduate School;
 Assistant Dean of Graduate Studies, Medical College of Georgia;
 Assistant Professor, Department of Medicine;
 Director, STAR (Summer Training and Research) Program
Augusta University - The Graduate School and Medical College of Georgia

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What university is your highest degree from? Yale University
What field/department was your highest degree in? Cell Biology
What year was your highest degree awarded? 1992

Any other universities or degrees that you would like to mention?
 Gettysburg College (BA).

Describe your current role/responsibilities.

Overall, my role is to work collaboratively to provide support, leadership, vision and oversight for over forty graduate programs with a more direct leadership and oversight responsibility for the Biomedical Sciences PhD and summer undergraduate biomedical research programs. Such efforts encompass areas of both student, academic and faculty affairs, including but not limited to, recruitment, admissions, graduate student mentoring, enrolled student progression, workshop/seminar series development, program review assessment and accreditation, policy and procedure development and implementation, event planning, change management, budgeting, and strategic planning and implementation. I also work collaboratively with fellow deans, program directors and faculty in the development, approval and implementation of new graduate programs, courses and curricular revisions. In addition, I serve on institutional and national committees and initiatives.

What skills are necessary for you to complete your job?

To successfully complete this job one should be skilled in:

- Interactive Leadership
- Open Communication/Active Listening
- Empowering, motivating, teaching, coaching, inspiring others
- Life Long Learning
- Research
- Strategic (critical and creative) thinking
- Creating a Vision - Innovative and practical planning and delivery
- Being Flexible and Adaptable (leading and managing change)
- Self-Awareness/Emotional Intelligence
- Effective Team Building
- Collaboration/fostering productive partnerships

I also think passion, resiliency, strong values and a sense of humor are important elements for success in this type of position.

How did you get your job (networking, job-listing, etc)?

Networking.

How long was your job search? Job found me.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Success as a researcher, involvement in graduate education (mentoring students, teaching courses) and serving on and eventually leading committees (e.g., Chair of Graduate Research Day).

Volunteering for a ballet performance company and for church initiatives – and specifically in multiple different leadership roles.

Participating in leadership development workshops and training.

Great mentors and supportive colleagues.

What advice would you give to someone who was interested in your career path?

Gain quality leadership and administrative experiences to see if such a position is the right fit for your talents, skills and goals. And network, network, network.

HYRUM CARROLLPanel: *Teaching Intensive Faculty Careers*Assistant Professor
Columbus State University

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What university is your highest degree from?

Brigham Young University

What field/department was your highest degree in?

Computer Science

What year was your highest degree awarded?

2008

Describe your current role/responsibilities.

As an assistant professor at a teaching-focus university, my three main responsibilities are 1) teaching 2) research and 3) service.

What skills are necessary for you to complete your job?

Teaching experience is invaluable for being considered for a job where teaching is half or more of your focus. Additionally, it helps with getting up to speed during the first few semesters. Research is often the measuring stick after passing the teaching experience question.

How did you get your job (networking, job-listing, etc)?

I regularly searched a handful of job listings and applied.

How long was your job search? Two years.**What is a typical starting salary in your field?** \$70,000 - 80,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Going above and beyond assigned teaching duties (by "flipping" a class) helped me demonstrate my passion for teaching.

What advice would you give to someone who was interested in your career path?

Having a mixture of teaching and research allows for a lot of variety in your professional life. You get to interact with lots of people and educate the next generation. Additionally, you get to choose what research you do.

I've heard there's less pressure after getting tenure, but I can't confirm that yet :)

KEE CHANPanel: *Teaching Intensive Faculty Careers*

Program Director, Clinical Assistant Professor
University of Illinois, Chicago School of Public Health

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What university is your highest degree from? Yale University
What field/department was your highest degree in? Epidemiology and Public Health
What year was your highest degree awarded? 2007

Any other universities or degrees that you would like to mention?

Harvard University, Master of Liberal Arts in Management and Finance.

Describe your current role/responsibilities.

Dr. Kee Chan is the Program Director of the Master of Public Health (MPH) online program, and a clinical assistant professor in the Department of Health Policy and Administration and Doctor of Public Health (DrPH) in Leadership Program at the School of Public Health at the University of Illinois, Chicago (UIC). Dr. Chan is the Evaluation Program Director of the Center for Healthy Work, where faculty, students, and staff from the UIC School of Public Health and College of Medicine are supported by a 5-year grant from the National Institute for Occupational Safety and Health for a Center of Excellence for Total Worker Health.

Her teaching interest includes the intersection of science and strategic planning, financial analysis, public health management, and medical decision-making analysis. Dr. Chan researches the comparative analysis of new biomedical intervention and testing on improving population health and its impact on healthcare services delivery. At UIC, Dr. Chan is teaching graduate-level (MPH, Ph.D., and DrPH) courses and mentoring graduate students on their capstone and dissertation projects. Dr. Chan is an expert on developing mathematical models to determine time-saving and cost-effective strategies in improving public health.

What skills are necessary for you to complete your job?

Skills that I wished I had acquired earlier: Conflict Management, Negotiation, Budgeting, Adaptive Leadership, and Instructional Design.

Learning how to navigate tactfully the workplace in building alliance and partnerships in creating positive change and new initiatives.

How did you get your job (networking, job-listing, etc)?

Networking at a conference. I met my colleague who introduced me to the job posting.

How long was your job search? One year.

What is a typical starting salary in your field? \$65,000.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

After I received my PhD and was teaching, I realized that in order to move the academic ladder through the administrator route, I needed to gain management and leadership skills. I then completed a Master degree in

management and finance at Harvard University. The new skills along with my scientific background allows to move up the ladder to this new position.

Volunteer to help others with research project to learn new skills.

Volunteer to help organize a conference session to get know others in the field.

What advice would you give to someone who was interested in your career path?

Develop a well-rounded teaching portfolio to be able to teach a variety of course topics.

Always build up your network. Your network is your "net worth" so increase its value.

Consider taking a course on 'how to teach' or 'how people learn'.

A combo of teaching, administrative work, and research is a good balance. The clinical track (teaching) gives you a lot of flexibility and is usually fully funded (unlike tenure-track, where your position is depended on grant funding. If you want to be influential in the educational mission, consider an administrative role (and you get paid more \$\$ than faculty line). Or do a combo like me where I am both a Program Director and Faculty.

CHARU CHAUDHRYPanel: *Industry: Research and Development*

Senior Research Investigator
Bristol Myers Squibb/Lead Discovery and Optimization

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What university is your highest degree from? Yale University
What field/department was your highest degree in? Molecular Biophysics and Biochemistry
What year was your highest degree awarded? 2004

Any other universities or degrees that you would like to mention?
MIT, BSc Chemistry.

Describe your current role/responsibilities.

Head of Mechanistic Enzymology.

To provide in depth mechanistic enzymology that accelerates the optimization of novel compounds with diverse biochemical mechanisms of action and kinetics.

What skills are necessary for you to complete your job?

- organization
- multi-tasking
- multi-disciplinary thinking
- problem solving
- management skills

How did you get your job (networking, job-listing, etc)?

Job-listing and networking.

What advice would you give to someone who was interested in your career path?

Be open-minded, follow your intuition, be willing to continuously learn new things.

ELIZABETH CHO-FERTIKHPanel: *Careers in Investment and Consulting*Venture Partner
1812 Ventures

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What university is your highest degree from?

Thomas Jefferson University

What field/department was your highest degree in?

Developmental Biology

What year was your highest degree awarded?

2004

Any other universities or degrees that you would like to mention? Johns Hopkins University.**Describe your current role/responsibilities.**

As a venture partner, I source and conduct due diligence of early stage start-ups in the life sciences sector for potential investment. These areas include oncology, immunology, neurodegenerative diseases and ophthalmology. Additionally, as part of our first fund, I assist with sourcing Limited Partners to invest in our first fund of \$125 Million.

What skills are necessary for you to complete your job?

1. Scientific technical background.
2. Investment knowledge including financials, term sheets, valuation.
3. High level of networking within both the scientific and investment fields.

How did you get your job (networking, job-listing, etc)? Mentor circle at Johns Hopkins Technology Ventures. One of the mentors began 1812 Ventures and based on common interest and goals, I was recruited.

How long was your job search? The position per se only took 1 month. But it came about by happenstance. I was working as an advisor to start-ups and could have gone either way.

What is a typical starting salary in your field? Approx \$150K.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

1. Working/volunteering at the Johns Hopkins Tech Transfer Office.
2. Membership in angel investor groups, and investing myself (learning from losses & gains)
3. Working at start-ups - the "other" side of the table.

What advice would you give to someone who was interested in your career path?

There is more than one path to becoming a Venture Capitalist. You do not have to begin in investment banking which is the "traditional" route. I would suggest learning some basics of financials, taking a course here and there. There are many on-line one-off courses to assist. Join venture/startup/investment groups; get on their mailing list and attend as many to learn the lingo/trade; and network.

Venture capital is a thrilling way to help bring promising inventions to market. It does take a good deal of support - grants & investment dollars - to get there. To find 1-2 and support them along the way is highly rewarding. Venture capital allows you to keep your scientist's hat on, while being practical (business-minded) at the same time.

VINCENT CLARKPanel: *Maximizing Yourself as a Faculty Candidate*

Professor

University of New Mexico

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What university is your highest degree from? UC San Diego
What field/department was your highest degree in? Neuroscience
What year was your highest degree awarded? 1993

Describe your current role/responsibilities.

Director, Psychology Clinical Neuroscience Center.
 Professor of Psychology and Neuroscience, University of New Mexico.
 Professor of Translational Neuroscience, MIND Research Network.
 Founder and Chair, The Annual Brain Stimulation and Imaging Meeting (BrainSTIM).

What skills are necessary for you to complete your job?

- Scientific Expertise: Cognitive Psychology, Neuroscience, Neuroimaging (esp. fMRI and EEG), Neuromodulation (esp. TES/tDCS, TMS, TUS)
- Grantsmanship: Writing a fundable grant, budgeting, grant reviews
- Management expertise: Managing people and budgets, negotiating with people and organizations, dealing with the present while also planning for the future
- Clinical psychology and neuroscience. My degree was mostly basic experimental work, but applied clinical work is more interesting, more easily funded, and more useful to society.

How did you get your job (networking, job-listing, etc)? Networking.

How long was your job search? A few months.

What is a typical starting salary in your field? ~\$80K-90K.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Being given the opportunity to help develop 3 new research centers over 15 years. Learning multiple techniques in depth, and showing in publications that they can be combined in useful ways. Starting and managing an annual scientific meeting.

What advice would you give to someone who was interested in your career path?

- Develop your people/management skills along with the science.
- Make it all not just about you, but about the success of the people around you too.
- Teach classes as soon and as often as possible (if you want a tenure-track job in academia).
- Get on grant review committees or ad-hoc as soon as possible. It's essential for learning to write grants.
- Do what you can to maximize your H- and M-indexes. Include a combination of first-authored publications (to show your expertise) and Nth-authored publications (to show you can collaborate with others). Have some presence on social media, but keep it professional.
- Along with everything else, it's important to follow your passion, to be happy spending a lot of time and energy in your career, being curious about it to the point of obsession. People who love what they do are more likely to be offered jobs. At the same time, staying physically and mentally healthy, having people you love and enjoy around you, and keeping yourself as balanced as possible.

STEPHANIE COLOGNAPanel: *Transition from Postdoc to Faculty*

Assistant Professor

Department of Chemistry/University of Illinois at Chicago

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What university is your highest degree from? Texas A&M University
What field/department was your highest degree in? Chemistry
What year was your highest degree awarded? 2010

Any other universities or degrees that you would like to mention?

University of Arizona, B.S. Chemistry.

Describe your current role/responsibilities.

I am currently an Assistant Professor which entails directing a research group of 5 Ph.D. students, 3 undergraduates and 1 postbac. I teach one course per semester which alternates between a senior undergraduate course and a graduate special topics course. I am also the graduate student association advisor and serve in a variety of capacities across campus.

What skills are necessary for you to complete your job?

The skills necessary for this job include: excellent time management, leadership, and assertiveness. There are many ups and downs, so having a positive outlook is important! Prior to my appointment, I wish I had more experience in budgeting.

How did you get your job (networking, job-listing, etc)?

The position I have was posted during a normal academic search cycle. I saw this thru a job listing and was also notified by my Ph.D. advisor.

How long was your job search? 5 months.**What is a typical starting salary in your field?** \$80,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

In addition to my research experience, I held various leadership positions during my Ph.D. and postdoctoral training. I also had teaching experience which I believe helped as I was looking for a tenure track position.

What advice would you give to someone who was interested in your career path?

If you are interested in a tenure-track position, apply! Do not let the difficult financial environment deter you. Also, be realistic about where you are competitive.

I truly enjoy my job and am very happy with that path I chose.

EMILY CORDASPanel: *Technology Transfer and Patent Careers*

Patent Examiner

United States Patent and Trademark Office

emily.cordas@uspto.gov

What university is your highest degree from? Dartmouth College
What field/department was your highest degree in? Physiology
What year was your highest degree awarded? 2006

Any other universities or degrees that you would like to mention?

University of British Columbia.

Describe your current role/responsibilities.

Examine patent applications in the fields of fermentation, enzymes and microbiology which requires searching what was known in field at the time of the invention, interviews with attorneys and understanding the laws and regulations of patent examining.

What skills are necessary for you to complete your job?

Strong writing skills, and the ability to quickly read and understand new material.

How did you get your job (networking, job-listing, etc)?

Through networking and USAjobs.

How long was your job search? 1 year.**What is a typical starting salary in your field?** \$60,000-70,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

The patent applications I review come from a lot of different areas, so it helped to have a broad background.

What advice would you give to someone who was interested in your career path?

Talk with people who do it to see if it is the right fit for you.

LUCIANA CROTTI ESPINOZA

Panel: *Careers in the Federal Government*

Health Scientist Administrator
KMSP/CSSI/Office of the Director

luciana.crottiespinoza@nih.gov

What university is your highest degree from?

University of Sao Paulo, Brazil

What field/department was your highest degree in?

PhD in Biochemistry

Describe your current role/responsibilities.

I am a Health Scientist Administrator of the Knowledge Management and Special Projects Branch in the Center for Strategic Scientific Initiatives, where I am responsible for a portfolio of cancer-relevant topics on basic, clinical and translational-focused research. I provide technical review on different research portfolio that are going to be reported to Congress and the public.

It is part of my work to collect, review, analyze relevant scientific and/or technical information to prepare writing reports evaluating those information and making recommendations for changes.

What skills are necessary for you to complete your job?

The skills in this position that I believe are important are strong management and organizational skills to assure timely resolution of scientific regulatory conflicts or problems to avoid delays in achieving goals. Also, it is very important to be up-to-date in current trends and gaps in cancer research and related disciplines by reading scientific papers, going to lectures, seminars, and conferences.

How did you get your job (networking, job-listing, etc)?

I found the advertisement for this job at USAjobs.gov website.

What is a typical starting salary in your field? GS-12.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Networking is very important. While I was working in the lab, I was very active and volunteered as a scientific judge in different science fairs, participated as a board member in different scientific committees and participated as a scientific reviewer and/or editorial board member of different scientific journals. Another experience that was important was taking FAES classes and having the opportunity to complete a year-long capstone project in an administrative office.

What advice would you give to someone who was interested in your career path?

My advice for those who are looking for a career as a scientific administrator is to look for volunteer opportunities and participate in different committees in the community or at your institution/school/county.

JESSE DAMSKERPanel: *Breakaway Careers in Industry*

Vice President, Operations
ReveraGen BioPharma Inc.

jesse.damsker@reveragen.com

What university is your highest degree from?

The George Washington University

What field/department was your highest degree in?

Immunology

What year was your highest degree awarded?

2008

Describe your current role/responsibilities.

My role consists of a lot of project management and "wearing multiple hats." I essentially oversee all of the day-to-day operations at a small clinical-stage biotechnology company.

What skills are necessary for you to complete your job?

The ability to wear multiple hats is essential for this position. Being effective as a bench scientist is only one attribute that is necessary. One must have a strong ability to multitask and prioritize different activities to meet deliverables on time. Additionally, strong interpersonal skills are necessary.

How did you get your job (networking, job-listing, etc)?

Both a job-listing (seen at NIH) and via networking.

How long was your job search? I actually wasn't looking when this opportunity came up.

What is a typical starting salary in your field? Depends on the size of the biotech. I would say \$80k.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

NIH postdoctoral training was important as the skills acquired during that time got me the initial job in the company as a scientist. However, being able to wear multiple hats at once allowed me to ascend the ranks to a management position.

What advice would you give to someone who was interested in your career path?

You must really want to join a small company. You can't just be "running away" from an academic lab. Joining a small company (e.g., start-up) requires you to accept that there will be risk.

SANDEEP DAYALPanel: *Careers in Science Policy and Advocacy*

Health Science Policy Analyst

National Institute of Diabetes & Digestive & Kidney Diseases, NIH

dayals@mail.nih.gov

What university is your highest degree from?

University of Texas M.D. Anderson Cancer Center

What field/department was your highest degree in?Biochemistry and Molecular Biology
(focusing on Developmental Biology)**What year was your highest degree awarded?**

2004

Describe your current role/responsibilities.

NIDDK's Office of Scientific Program and Policy Analysis serves as focal point for the coordination, analysis, and writing of a wide variety of scientific program reports, briefing materials, and other documents associated with the biomedical research programs of NIDDK and the NIH. As a Health Science Policy Analyst, I provide support for these activities by summarizing and communicating NIDDK-funded research to different audiences; managing the development of a variety of reports; preparing materials for Congressional appropriations hearings and other inquiries from the Congress; and serving as the NIDDK representative on trans-NIH committees. I also provide direct support to the NIDDK Director and senior leadership by helping to prepare presentations, talking points, briefing materials, etc.

What skills are necessary for you to complete your job?

Communication skills—writing proficiency (particularly for lay audiences) is essential, but interpersonal communications skills are also critically important. When managing/leading a project, it's very helpful to diplomatically engage with others (in person, on the phone, or through emails) to accomplish the desired goals. Importantly, I work and communicate regularly with non-scientists (e.g., budget analysts, communications experts, administrative staff). In addition, organizational/project management skills are very useful when leading major projects.

How did you get your job (networking, job-listing, etc)?

When I began looking in earnest for a job, I started by talking to many contacts in my network, as well as expanding my network through informational interviews. I was alerted to the pending job announcement by two different contacts; both happened to work in the office at the time. Just getting the heads-up was an enormous help—federal government job announcements are notoriously posted for only a short time, so any advance notice can be beneficial for preparation. I applied for the position and was interviewed, along with other candidates, and was thankfully offered the position.

How long was your job search? I was quite lucky—my job search lasted only a few months. I explored both science policy and pharmaceutical industry positions in order to cast a wide net. Ultimately, I felt the science policy route was a better fit.

What is a typical starting salary in your field? It certainly varies, but I think about \$75,000 per year is typical.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

During my training, I held leadership positions and was involved in many committees that together added to my experience and gave me some advantages in the job search process. For example, as a student I served as President of our Graduate Student Association, and as a Postdoc at the NIH I volunteered to participate on FELCOM committees. Through these positions I gained valuable communications and leadership experience by organizing seminars, planning events, advocating for trainee needs, and learning to work and lead in a team environment. In addition to direct experience, those activities also greatly expanded my professional network.

What advice would you give to someone who was interested in your career path?

In addition to research, which of course is important, spend time developing non-bench transferable skills that will serve you well in science policy (and, for those weighing their options, in other career paths, including academia!), and that can set you apart from others. Many people have solid scientific credentials; not everyone can demonstrate that they have a broader skill set. For example, find ways to gain non-technical writing skills that will help demonstrate that you can write for lay audiences.

Like any other job transition away from the bench, there will be some aspects to the position that take some getting used to, especially because, for many of us, lab culture is all we really have experienced. These differences in the work and in the professional culture can feel somewhat overwhelming at first, but it doesn't take long to really get the hang of it. I love my job and haven't looked back!

DENNISE DE JESÚS-DÍAZ

Director of Scientific Operations
Remedy Plan

dennise@remedyplan.com

Panel: *Finding the Right Size Company*

What university is your highest degree from? Tufts University School of Medicine
What field/department was your highest degree in? Molecular Microbiology
What year was your highest degree awarded? 2014

Any other universities or degrees that you would like to mention?
 University of Puerto Rico at Cayey - BS Biology.

Describe your current role/responsibilities.

My main role at Remedy Plan is to lead the internal and external efforts for the identification, validation and lead-compound optimization of multiple drug candidates.

Some of the responsibilities associated with my role are the optimization of in-house biological experiments for drug-candidate validation, and the evaluation and management of CROs (contract research organizations). In addition, I am responsible for the company's hiring operations. However, due to the small size of the organization, I'm also involved in the development of the company's business strategies. For instance, business plan creation, fundraising, preparation of due diligence material for potential investors and intellectual property (e.g. patent creation).

What skills are necessary for you to complete your job?

My role requires a combination of soft and hard skills. Some of the soft skills that have helped me in my job are adaptability, flexibility and teamwork because priorities can change really fast in a small company. It is also important to listen and communicate effectively, to think critically and strategize. Other skills include time management and prioritization. However, being self-aware of my own limitations has been the biggest challenge: knowing when to delegate is important. In terms of hard skills, my scientific background and techniques, data analysis, experimental design, and teaching skills have been necessary as well. In retrospect, it would have been helpful if I had played a more active role in learning about project management, and hiring techniques.

How did you get your job (networking, job-listing, etc)?

I got my current job by building long-term relationships with my network. I was offered this position by a former colleague from my time at Tufts University who knew about my professional and personal skill sets from early on in my career.

How long was your job search? I wasn't looking to change jobs or career at the time I was approached for my position, but it was a very unique opportunity, so I took the risk.

What is a typical starting salary in your field?

\$64,000 - \$100,000 (low end for startups before SeriesA - higher end for startups after SeriesA).

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I seek professional development trainings or volunteer opportunities in areas outside my expertise if I think it could help me improve my current toolkit (e.g., particular experimental technique, teaching, mentoring, leadership, management, etc).

What advice would you give to someone who was interested in your career path?

If you are interested in working in a small startup company, my advice is to start creating good relationships early on, be humble, self-aware and willing to be out of your comfort zone.

We have a job opening for a Medicinal Chemistry. Join us!

MEGAN DENNISPanel: *Transition from Postdoc to Faculty*

Assistant Professor

University of California Davis

mydennis@ucdavis.edu

What university is your highest degree from?

University of Oxford/NIH (GPP)

What field/department was your highest degree in?

Human Genetics/Genomics

What year was your highest degree awarded?

2009

Any other universities or degrees that you would like to mention?

Postdoc at University of Washington.

Describe your current role/responsibilities.

I am an assistant professor of Medicine at a research institution. My day-to-day activities include teaching graduate courses, mentoring research trainees, conducting research, writing grants, writing/reading papers, attending talks/faculty meetings. I oversee a team of four Ph.D. graduate students, two postdoctoral trainees, five undergraduate students, and a lab manager.

What skills are necessary for you to complete your job?

Necessary skills include: time management, team management, writing, critical analysis, public speaking, building collaborations, financial planning, navigating administrative requirements, advocating for my lab and self. My most important skill is effective communication (writing, speaking, building collaborations, etc.).

How did you get your job (networking, job-listing, etc)?

The assistant professor position was advertised widely (Nature jobs). I applied through standard mechanisms online by submitting my job packet, which included a cover letter, CV, research experience, future work, and teaching statement. I first skyped with the hiring committee and presented ~15 min research talk and answered questions related to grant writing, teaching, research. I was then invited for an in-person interview, where I gave both a one-hour research talk and one-hour chalk talk and met with various faculty members.

How long was your job search? 8 months.**What is a typical starting salary in your field?** \$90K to \$130K.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

My most useful skill from my postdoctoral training was the ability to write grants. I applied for numerous fellowships, including two NIH grants (F32 and K99). These experiences ensured I was familiar with the NIH grant-writing process, which is intimidating and cumbersome. Further, I mentored many postbac and undergrads, which has made my ability to mentor trainees in my lab easier. I did not have many teaching experiences, which I regret. I keep in touch with all trainers and collaborators and make sure I reach out to meet them if I am ever in town or at a shared meeting. This has led to continued collaborations, advisement, and resources.

What advice would you give to someone who was interested in your career path?

My advice is to work hard, apply for as many training fellowships as possible to learn grantsmanship, and ensure you fine-tune your writing skills. Seek out mentors that will support you throughout your career, and if you do not feel you have one in your own lab, reach out to others.

BARNA DEYPanel: *Careers in the Federal Government*

Scientific Review Officer
Center for Scientific Review/ NIH

bdey@mail.nih.gov

What university is your highest degree from? Wayne State University, Detroit, Michigan
What field/department was your highest degree in? Biochemistry
What year was your highest degree awarded? 1994

Any other universities or degrees that you would like to mention?
 MSc in Zoology, University of Burdwan, India.

Describe your current role/responsibilities.

Scientific Review Officers' role is to administer fair, independent, expert and timely review--free from inappropriate influences-- of NIH grant applications to determine their scientific merits towards identification of the most promising research for funding.

Overall, the responsibilities include:

1. Administrative review and initial scientific review of applications
2. Recruitment of appropriate experts for merit assessment of applications
3. Orientation of reviewers with NIH peer review guidelines
4. Scheduling and managing all aspects of review meetings
5. Posting reviewers' critiques, and writing summaries of discussions at the meeting
6. Maintaining well balanced chartered panels of reviewers through careful nominations of members.

What skills are necessary for you to complete your job?

Planning and organization; oral and written communication; multi-tasking; decision-making; confidence; ability to meet deadlines; teamwork; managing unexpected situations with calmness; interpersonal skills.

How did you get your job (networking, job-listing, etc)?

Networking and job-listing.

How long was your job search?

Approximately 2 years: year 1 was spent mostly on learning about the specific job and other similar positions within the US government, and working on the cv, and year 2 was spent in active search.

What is a typical starting salary in your field? Depends on individual's expertise and the level of appointment

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

1. Experience of writing and communicating research and review articles
2. Presentations at scientific meetings
3. Experience as reviewer on NIH Peer Review panel
4. Experience as ad-hoc reviewer for scientific journals.

5. Experience as volunteer judge for FARE abstracts, graduate student abstracts, post-bac abstracts at NIH intramural
6. Volunteer experience as moderator of annual trainings of Responsible Conduct in Research
7. Organizing group meetings
8. Experience in teaching (running conferences and case studies on graduate level Biochemistry for medical students) and mentoring (post-bacs and graduate students in the lab)
9. FAES class on Immunology at NIH.

What advice would you give to someone who was interested in your career path?

Requires high sense of responsibility and integrity; should be willing to handle uncertainties yet meet deadlines.

It is an excellent and rewarding career choice for scientists.

TRACY JILL DOTYPanel: *Research at Universities, Government and Non-profits*

Civilian Research Scientist

Walter Reed Army Institute of Research

tracy.j.doty2.civ@mail.mil

What university is your highest degree from? Karolinska Institutet
What field/department was your highest degree in? Clinical Neuroscience
What year was your highest degree awarded? 2012

Any other universities or degrees that you would like to mention?

Duke University, BS Psychology.

Describe your current role/responsibilities.

As a civilian research scientist, I conduct research that has the goal of helping our Soldiers maintain high levels of performance. I am a human clinical research principal investigator in that I design and execute overnight studies and I analyze, interpret, and publish data (with the help of a large and wonderful staff). In addition to typical PI duties, I also work closely with DoD leadership to ensure our laboratory findings and relevant associated technology are properly disseminated.

What skills are necessary for you to complete your job?

My job requires an intense technical skillset in that we work with emerging technology and collect lots of data that need to be organized and analyzed properly. Two additional important skills are communication (being able to communicate your work and needs professionally and passionately) and personal dynamics (being able to work and thrive with a variety of different skillsets and personalities around you).

How did you get your job (networking, job-listing, etc)?

After I graduated from the NIH-KI program, I did a postdoc with the Army Research Laboratory. That experience placed me in a great position to continue military research.

What is a typical starting salary in your field? GS13 - \$96,970.22.

What advice would you give to someone who was interested in your career path?

Cast a wide net and try to interface with as many contacts as possible, because information about most military research is not available online for many reasons. We present a lot of our work at conferences and publish in academic journals, which may be a particularly good way to find military researchers. With military research it is important to be adaptive because your research focus is directly related to the needs of the military. The work you do has a direct application and purpose.

AYSEGUL ERGENPanel: *Breakaway Careers in Industry*Regulatory Affairs, Manager CMC
Amgen

verimaysegul@yahoo.com

What university is your highest degree from?

Baylor College of Medicine

What field/department was your highest degree in?

Developmental Biology

What year was your highest degree awarded?

2012

Describe your current role/responsibilities.

I work as a Regulatory Affairs, Chemistry, Manufacturing and Controls Manager at Amgen. I manage submission of module 3 documents for investigational drug applications globally. My job involves review of documents before submission and managing response to questions from health authorities. I interact with health authorities if CMC questions are asked.

What skills are necessary for you to complete your job?

Good communication skills and knowledge of regulations especially the US FDA regulations are required. It is really fast-paced and it requires managing multiple projects at the same time. Interacting with many people is the key part of this job, so being able to explain in a concise manner is a big plus. The timelines are strict so good time management skills are also necessary.

How did you get your job (networking, job-listing, etc)?

Before getting this job, I was a fellow at the FDA. The fellowship program is called Interagency Oncology Task Force (IOTF) and it helped me to get into regulatory affairs and helped me find this job. All my classmates from fellowship program stayed at the FDA and I was the only one got an industry job. My manager learned my name from her friend who I met during an interview when I was at the FDA. You cannot know who is going to refer you to your next job.

How long was your job search? 1 year.**What is a typical starting salary in your field?** \$90K.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

I took FDA Law class when I was a postdoc at the NIH.

What advice would you give to someone who was interested in your career path?

Most people in my group at Amgen do not have a PhD but they do have Master degree in regulatory affairs/sciences. If you are interested in regulatory affairs, I would suggest either get into a Master program or try to get into the FDA fellowships and start networking in local RAPS chapter. Working in a clinical trial might also help.

Be proactive and meet with new people. Try to build relationships and just not focus on job search when you meet with people.

KRISTIN FABREPanel: *Breakaway Careers in Industry*

Microphysiological Systems Lead
AstraZeneca

kristin.fabre@astrazeneca.com

What university is your highest degree from?

Colorado State University

What field/department was your highest degree in?

Cell/Molecular Biology and Radiation Biology

What year was your highest degree awarded?

2008

Any other universities or degrees that you would like to mention?

University of Wyoming.

Describe your current role/responsibilities.

- Build and expand internal organs on chips activities.
- Pilot projects in target organ systems (cardiac, kidney, microvascular and BBB).
- Secure funding to initiate pilot AZ (safety and efficacy) studies.
- Initiate academic and biotech collaborations for pilot studies that impact R&D.

What skills are necessary for you to complete your job?

Scientific skills:

- bioengineering
- basic organ physiology, basic toxicology
- basic pharmacology, basic stem cell knowledge
- cell/molecular

Other skills:

- Communication
- Networking
- Diplomacy
- Problem-solving
- Conflict resolution

How did you get your job (networking, job-listing, etc)? Networking.

How long was your job search? Was recruited.

What is a typical starting salary in your field? \$110K.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Leading consortia, Being bold with ideas and requests, Not being afraid of rejection, Networking, Finding opportunities to be visible.

What advice would you give to someone who was interested in your career path?

Do not be afraid of rejection, Be bold with innovative ideas.

JODIE FLEMINGPanel: *Transition from Postdoc to Faculty*Assistant Professor
North Carolina Central University

jodie.fleming@ncu.edu

What university is your highest degree from? Rutgers University
What field/department was your highest degree in? Animal Science
What year was your highest degree awarded? 2006

Any other universities or degrees that you would like to mention?

Postdoctoral research studies at the NCI.

Describe your current role/responsibilities.

My current role is a tenure-track Assistant Professor. My responsibilities consists of simultaneously running a basic/translational breast cancer research program, teaching human physiology to undergraduate and graduate students (lecture and associated laboratories), mentoring and training graduate and undergraduate students in the laboratory on basic molecular biology skills, advising students on course selection and future career plans, and conducting service work for my Department and for the University.

What skills are necessary for you to complete your job?

Necessary skills include: strong scientific and grant writing skills, excellent multitasking abilities and time management, the ability to work independently with minimal to no mentorship or guidance, diverse communication skills, the ability to learn new scientific techniques as well as new teaching methods, comfort with all forms of technology (both in the classroom and in the laboratory).

A particularly advantageous skill to have in this position is the ability to identify and recruit collaborators from across multiple institutes, and effectively execute collaborative science.

I wish I had acquired earlier in my career a better understanding/application of bioinformatics and personnel management skills.

How did you get your job (networking, job-listing, etc)?

I found the advertisement on a Nature Jobs listing.

How long was your job search? My job search took about a year and a half.**What is a typical starting salary in your field?**

\$70K/yr for a primarily teaching institute, however you can supplement your summer salary through grant funding or teaching.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Since I was at the NCI and did not have the opportunity to teach a traditional class in academia, I sought out additional teaching opportunities. This was look upon highly during the interviewing process, as was the grant writing workshops I attended. In addition, I had developed a specialized *in vivo* model which made me of value to other researchers. Therefore they wanted me to join their department to collaborate with me on my model.

What advice would you give to someone who was interested in your career path?

My advice to someone starting a tenure track position at an institute that is an even split between teaching and research is to have a few manuscripts that are close to completion when you arrive and start your position. That way you can finish the manuscripts with just a few simple studies that a student could easily perform alongside with you, within the first few months of your arrival. Then you can publish as an independent investigator at your new institute as well as with a student as an author. This will be well regarded for future funding and for your annual reviews and tenure.

This is a job for highly resilient individuals.

ZOE FONSECA-KELLYPanel: *Careers in Science Administration*Assistant Dean for Science
Harvard University

zoefonseca-kelly@g.harvard.edu

What university is your highest degree from?

University College Dublin

What field/department was your highest degree in?

Molecular Biology

What year was your highest degree awarded?

2004

Describe your current role/responsibilities.

"HR" for faculty (searches/promotions/leaves/retentions/departures/general issues).
 Manage non-ladder teaching faculty (appointment/leaves/distribution of FTE's to departments/budget).
 Working with research administrative service on effort reporting and grant compliance.
 Enforcing policy / updating policy as needed.

What skills are necessary for you to complete your job?

Ability to deal with a very broad portfolio and competing priorities all at the same time.
 Ability to build good relationships with individuals at various levels, administrators to deans.

How did you get your job (networking, job-listing, etc)?

Word of mouth.

How long was your job search? About 4/5 months.**What is a typical starting salary in your field?** \$100-125K.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Volunteering and leadership roles for the NPA. Previous 3 years at HMS in a similar role (faculty affairs). Being able to demonstrate that I could interact with senior people.

What advice would you give to someone who was interested in your career path?

Network. Understanding and being okay with the fact that you are in a service role to faculty. Talk to others in faculty affairs offices, the roles differ somewhat at different institutions.

CAITLIN FOXPanel: *Teaching Intensive Faculty*

Lecturer

University of Maryland, College Park

cmfox@umd.edu

What university is your highest degree from? Johns Hopkins University
What field/department was your highest degree in? Biology
What year was your highest degree awarded? 2016

Any other universities or degrees that you would like to mention? B.A., Oberlin College, 2008

Describe your current role/responsibilities.

I serve as the lab coordinator for Anatomy and Physiology I & II. I design assignments, write exams, create class activities, and determine curriculum content for the labs. I manage and train a team of TAs who teach my lab sections. I maintain all equipment in the lab rooms, order supplies, and manage the course budget. I'm also an academic advisor for students majoring in Biological Sciences. In future semesters, I will lecture other courses in the Biology Department.

What skills are necessary for you to complete your job?

Communication is probably the most important skill for working with my students and TAs. I have to communicate clear course objectives and guidelines for my students, and give them clear answers when they come to me with questions. I train my TAs how to teach their lab sections, so I have to give them a clear lesson plan and teach them the material covered by the course.

Organization and time management skills are crucial in my job. I oversee 40 lab sections each week and manage a team of 30+ TAs. There are a lot of demands on my time and it's important that I balance my priorities to make sure the labs run smoothly and the TAs know what they're doing.

Creativity is important when coming up with assignments and activities. Labs are an ideal place to practice active learning, and I try to offer my students a variety of different activities to learn the concepts covered in the course.

How did you get your job (networking, job-listing, etc)? I applied to a job posting on the UMD website.

How long was your job search? 6 months.

What is a typical starting salary in your field? \$50k-65k.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Teaching experience is the most important thing on your resume when you're applying for a full-time teaching faculty position. I did as much teaching as possible. I taught as an adjunct at a community college, I taught in the Research Methods course offered by FAES, and I was a TA at Johns Hopkins. I also did various volunteer activities for science outreach, such as judging a middle school science fair, volunteering with the USA Science and Engineering Festival, and working at the Smithsonian National Museum of Natural History.

What advice would you give to someone who was interested in your career path?

Get teaching experience and get it now. It's important for your professional development, as you learn how you teach and what you can improve. And it's absolutely the most important thing employers will look for in your application.

ASHISH GUPTAPanel: *Finding the Right Size Company*

Scientist I
Novavax Inc.

ashish.200721@gmail.com

What university is your highest degree from? Louisiana State University
What field/department was your highest degree in? Biochemistry
What year was your highest degree awarded? 2016

Describe your current role/responsibilities.

In this position, my duties mainly involve analytical testing of in-process samples; develop new analytical methods to support testing needs for USP, DSP, and SUG groups.

What skills are necessary for you to complete your job?

The skills, which I developed during my PhD and postdoc research are helping me to complete my job over here.

How did you get your job (networking, job-listing, etc)?

Job listing.

How long was your job search? ~1 yr.**What is a typical starting salary in your field? \$80-90K.****What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Managing undergraduate students during my PhD program.

What advice would you give to someone who was interested in your career path?

Wait for the right time and right opportunity, acquire new skills, change resume/CV according to the job requirement.

It takes time to get in industry. Be active on LinkedIn and networking always helps in job search.

DIANA HUESTISPanel: *Careers in Science Policy and Advocacy*

Health Policy Advisor

U.S. Dept. of State, Office of Global Health Diplomacy

diana.huestis@gmail.com

What university is your highest degree from?

University of Texas - Arlington

What field/department was your highest degree in?

Ph.D., Quantitative Biology

What year was your highest degree awarded?

2008

Any other universities or degrees that you would like to mention?

B.S., Marine Science, Eckerd College, 2003.

Describe your current role/responsibilities.

The main role of our office is to elevate health within the U.S. Dept. of State and to showcase the role health programs can play in diplomacy. I contribute to this mission by teaching about Global Health Diplomacy at the State Dept.'s Foreign Service Institute (FSI), creating an online class on HIV/AIDS for FSI, organizing and leading Interagency Health Briefings for new U.S. Ambassadors and DCMs before they go to their countries, and facilitating health-related events and speakers around the Department of State. I am responsible for a portfolio which includes Africa, East Asia/Pacific, Multilateral Institutions, and non-communicable diseases (NCDs).

What skills are necessary for you to complete your job?

Written and verbal communication skills, teamwork, flexibility to changing priorities/demands, MS Office proficiency.

How did you get your job (networking, job-listing, etc)?

AAAS Science & Technology Policy Fellowship (2014-2016).

How long was your job search? Off-and-on for 3 years.**What is a typical starting salary in your field?** \$76,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Previous international travel/fieldwork

What advice would you give to someone who was interested in your career path?

Consider Peace Corps or another international experience, a public health or global health degree, and language skills.

I've gotten to have some great international travel experiences during my time in this position (12 countries).

GAELE KOLBPanel: *Careers in Science Administration*

Proposal Development Manager
University of Maryland College Park

gkolb@umd.edu

What university is your highest degree from? University of Bordeaux, France
What field/department was your highest degree in? Biology and Health
What year was your highest degree awarded? 2003

Describe your current role/responsibilities.

As the proposal development manager in the Office of Research Development (Division of Research, University of Maryland), I am responsible for managing multidisciplinary teams of scientists and leading them to submit highly prestigious, multi-million dollars grants to various sponsors.

What skills are necessary for you to complete your job?

Since the teams vary with the open calls as do the represented disciplines, it is important to be flexible, agile, and exert good interpersonal skills.

How did you get your job (networking, job-listing, etc)?

I received a call about the opening of this position. This was the best call ever in my career!

How long was your job search? I was not looking for jobs at the time.

What is a typical starting salary in your field? \$80-90K.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I had a great (the best!) mentor in grant writing who taught me the nuts and bolts of writing an NIH grant. When she retired, I could define proposal development as the career path I truly loved and looked for such jobs. In short, the best training I got was from my mentor and this surpasses any certifications.

What advice would you give to someone who was interested in your career path?

Proposal development asks for good attention to details (what does the sponsor want), excellent communication skills (how best can I convey the solicitation to the team of scientists, how best can I guide the team to respond to the open call), and interpersonal skills (everyone is entitled to have a bad day, but you :-))

If you like to work in a team-based and fast-paced environment but you are not keen in working in a lab, proposal development may be a career path to envision.

You never land your dream job the first time. It takes patience. My advice is to learn the most from every job you experience and try to make the best of each one!

AMY KULLASPanel: *Careers in Science Writing and Editing*

Publishing Ethics Manager
American Society for Microbiology

akullas@asmusa.org

What university is your highest degree from?

Stony Brook University

What field/department was your highest degree in?

Molecular Genetics and Microbiology

What year was your highest degree awarded?

2012

Describe your current role/responsibilities.

I work to maintain the integrity of the scientific record within ASM's 13 journals. I investigate allegations and manage the ethics decision process and communications for allegations of ethical misconduct. Additionally, I design and implement policies and educational modules to help authors conform to best practices in publishing ethics. Notably, I developed and implemented ASM's data citation policy and language to incorporate sex-reporting of animals and primary cells used in research into the Instruction to Authors of ASM's primary research journals.

What skills are necessary for you to complete your job?

Non-technical writing and demonstrated leadership positions.

How did you get your job (networking, job-listing, etc)?

Networking

How long was your job search? 9 months.**What is a typical starting salary in your field?** \$75,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Volunteering and participating in activities not at the bench.

What advice would you give to someone who was interested in your career path?

Get involved with activities and meet people. Informational interviews are a great way to network.

JASON LALIBERTEPanel: *Industry: Research and Development*

Lab Head - Microbiology
GlaxoSmithKline (GSK) Vaccines

jason.x.laliberte@gsk.com

What university is your highest degree from?

University of Massachusetts Medical School

What field/department was your highest degree in?

PhD Immunology and Virology

What year was your highest degree awarded?

2008

Any other universities or degrees that you would like to mention?

BS Biology University of Massachusetts Amherst.

Describe your current role/responsibilities.

I currently lead a small group of molecular virologists within the Preclinical Research and Development department at GSK Vaccines. We assist in the identification of pathogen-associated antigens towards vaccine construct design, generation, and evaluation in the preclinical phase of development. We also support a number of new research technologies/methodologies and develop high-throughput cell-based assays to help evaluate our vaccine candidates.

What skills are necessary for you to complete your job?

In-depth knowledge base of the science, communication and presentation skills, capacity to work in a team environment, and time-management.

How did you get your job (networking, job-listing, etc)?

Job listing.

How long was your job search? About 1.5 years.**What is a typical starting salary in your field?** About \$85,000 in the DC area for a PhD entry level scientist.**What advice would you give to someone who was interested in your career path?**

If you know you want to go into industry then keep tabs on the sort of science that the big companies and biotechs are doing. I would then suggest learning the sort of cutting-edge technologies/methodologies which would support that kind of science. Industry often times hire out of need for a specific skillset or expertise/productivity in a particular field and CVs and resumes are scanned quite quickly for these keywords.

RENA LAPIDUSPanel: *Research at Universities, Government and Non-profits*

Director, Translational Core Lab
University of Maryland School of Medicine

rlapidus@som.umaryland.edu

What university is your highest degree from? University of Maryland School of Medicine
What field/department was your highest degree in? Pharmacology
What year was your highest degree awarded? 1993

Any other universities or degrees that you would like to mention?

Boston University, BA Chemistry.

Describe your current role/responsibilities.

Director of Core Lab: meeting with investigators, Planning, designing and evaluating protocols, data and results, trouble shooting, managing staff in core lab, managing budget, supporting grant submission and manuscript submission, solving problems.

What skills are necessary for you to complete your job?

To be a successful core director, one has to be able to work with lots of different personalities. Also, one needs to be organized, analytical, a good listener, forthcoming with suggestions, informed, willing to learn new techniques. I wish that I had more management experience younger.

How did you get your job (networking, job-listing, etc)?

Networking. A friend suggested that I send my CV/resume to her former colleague, the head of the Cancer Center at UM Baltimore. He forwarded my CV to the Director of Shared Services who brought me in for an interview.

How long was your job search? 6 months.

What is a typical starting salary in your field? \$80-90,000.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I had worked in industry for 13 years prior to returning to run a Core in academia. I learned, in industry, to be flexible on which types of projects that i worked on and how to juggle many projects.

What advice would you give to someone who was interested in your career path?

As moving forward with your education, I think diversifying your experience is necessary. The more one knows how to do - the more desirable one is to a potential employer (esp industry). Also, be open minded, I did not even know this career existed until I sent my resume to UM Baltimore. And, it turned out to be a great fit for me.

SHAN LIUPanel: *Technology Transfer and Patent Careers*

Patent Agent

Wilson Sonsini Goodrich & Rosati

shliu@wsgr.com

What university is your highest degree from? University Of Georgia
What field/department was your highest degree in? Chemistry

Describe your current role/responsibilities.

I draft and prosecute patent applications and communicate with the USPTO for the clients in the life sciences industry.

What skills are necessary for you to complete your job?

Writing skills and attention to detail are essential to this job.

How did you get your job (networking, job-listing, etc)?

While searching job opportunities, I emailed the attorneys in the law firms to request for an informational interview or applied directly at the law firms' websites.

What advice would you give to someone who was interested in your career path?

I would advise to build solid scientific research experiences and publication records to make the resume stand out, pass the patent bar exam, and run job search by networking, emailing, and follow-up calls.

MICHAEL MANNINGPharmacologist
FDA

michael.manning@fda.hhs.gov

Panel: *Careers in the Federal Government*

What university is your highest degree from? Johns Hopkins University
What field/department was your highest degree in? Pharmacology
What year was your highest degree awarded? 2012

Describe your current role/responsibilities.

I am a nonclinical reviewer (pharmacologist) in the Office of Hematology and Oncology Products at the FDA. At the FDA I review and make recommendations regarding the nonclinical aspects of investigational new drug (IND) applications, biologic license applications (BLAs), and new drug applications (NDAs). I review applications in the areas of benign and malignant hematology. I also meet with representatives from the pharmaceutical industry to discuss their drug development programs. We review applications as teams, and some teams are composed of 50 or more scientists, clinicians, pharmacists, and other regulatory review professionals. I have no supervisory responsibilities.

What skills are necessary for you to complete your job?

Writing, teamwork, and critical thinking skills are important. Subject matter expertise in pharmacology and/or toxicology is required, and knowledge of the disease area you are assigned to review is helpful.

How did you get your job (networking, job-listing, etc)?

I applied on USAJobs.gov and interviewed directly with the review division. Networking helped me prior to and during the application process.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

My research in graduate school and as a postdoc was directly relevant to what I review at the FDA. I identified regulatory science as a potential career choice many years before making the transition, and my postdoc mentor was supportive of my decision. I took every opportunity to interact with regulatory professionals.

What advice would you give to someone who was interested in your career path?

If you have a research background but are growing tired of benchwork, do not be afraid to leave your comfort zone. Minimal knowledge of regulatory science is necessary; you will learn on the job. It is never too early to start preparing for a transition; begin by having a discussion with your mentor, networking, honing your writing skills, and reading ICH safety and multidisciplinary guidelines.

ALISON MCBRIDEPanel: *Maximizing Yourself as a Faculty Candidate*Senior Investigator / Section Chief
NIAID NIH

amcbride@nih.gov

What university is your highest degree from?

Imperial College, University of London, UK

What field/department was your highest degree in?

Biochemistry

What year was your highest degree awarded?

1986

Any other universities or degrees that you would like to mention?

BSc Hons, University Glasgow, UK.

Describe your current role/responsibilities.

My job title is Senior Investigator, which is the designation for a tenured Principal Investigator here at NIH. I supervise a Research Group that studies HPV (human papillomavirus) replication. On a day-to-day basis I help guide, design, troubleshoot and analyze experiments conducted by my research team. We disseminate the results of our research findings in publications and presentations. I also spend time on various committees, handling papers as an Editor for a couple of journals, and I am involved in graduate student education here at NIH.

What skills are necessary for you to complete your job?

Important skills are time management and organization. Good writing and public speaking skills are also very helpful. Running a research laboratory is not always smooth sailing and so it is important to be passionate about your research as this fuels drive and persistence.

How did you get your job (networking, job-listing, etc)?

I applied for a tenure-track Investigator position in NIAID advertised here at NIH. Prior to this I was a Senior Research fellow in NCI. I think a colleague suggested it to me (there was not as much information disseminated online as there is nowadays)

How long was your job search? It was a long time ago: I think a few months.**What advice would you give to someone who was interested in your career path?**

Publishing good papers as a post-doctoral fellow. Having a clear, focused and feasible research plan. Good writing and public speaking skills are essential to convey this research plan to search committees.

SARAH MCCORMICK

Medical Science Liaison
Mallinckrodt

sarah.mccormick@mnk.com

Panel: *Breakaway Careers in Industry*

What university is your highest degree from?

McMaster University

What field/department was your highest degree in?

Medical Science: Molecular immunology,
virology and inflammation

What year was your highest degree awarded?

2011

Any other universities or degrees that you would like to mention?

University of Western Ontario.

Describe your current role/responsibilities.

- Establish and maintain relationships with nation and regional KOLs.
- Provide support for MIRFs and compliantly communicate MIRF follow up with commercial counterparts.
- Coordinate/attend medical conferences and support medical affairs activities.
- Develop training materials for medical affairs teams and commercial teams.
- Compliantly provide training for commercial counterparts.
- Proactively stay up to date of scientific data and trends to maintain expert level of knowledge.
- Participate in medical review of pre-launch activities.

What skills are necessary for you to complete your job?

- Communication and language.
- Ability to tailor scientific discussion to the audience.
- Organized and self motivated.

How did you get your job (networking, job-listing, etc)?

Recruiter.

How long was your job search? 3 years.

What is a typical starting salary in your field? \$120,000.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

- Connections at key academic institutions.
- Experience with clinical research: bench work, study teams, IRBs.
- Demonstrated dedication to ongoing education, specifically, business and marketing courses.

What advice would you give to someone who was interested in your career path?

- Make as many connections as possible and maintain those relationships.
- Language must be clear and precise.
- Pursue personal education in topics relevant to pharmaceutical industry business.

CALEB MCKINNEYPanel: *Careers in Science Administration*

Assistant Dean, Graduate and Postdoctoral Training & Development
Georgetown University Biomedical Graduate Education

caleb.mckinney@georgetown.edu

What university is your highest degree from?

New York University

Describe your current role/responsibilities.

Me and my team develop career exploration and professional leadership training programs as well as provides individualized career-related assistance for our biomedical graduate programs. I hope to help students and postdocs develop positive outlooks and professional strategies that align with their individual experiences, passions and goals. My office also supports faculty who are submitting institutional training grant applications. Lastly, I work closely with the Georgetown University Postdoctoral Association to provide tailored community building and professional development programming to postdoctoral research fellows.

What skills are necessary for you to complete your job?

My role is multifaceted and quite complex, with a variety of stakeholders and competing priorities. In order to succeed in this role, project management and organizational skills are key. I manage a team, and we produce deliverables and execute programs with tight deadlines and often simultaneous workflows. You have to be able to establish organizing principles in order to execute this type of portfolio. If you've ever set-up a PCR during a western blot wash, while your cells were in trypsin, then you already know what that feels like! Furthermore, diplomacy is key to maintaining productive relationships in a bureaucratic environment. You have to realize that there is strategy in aligning your goals with the goals of your organization, and that alignment is often the route to building trust and gaining career advancement.

How did you get your job (networking, job-listing, etc)?

I regularly met with OITE and set up informational interviews with various other NIH leaders to get my name out there and many opportunities came my way from having this expanded network. Colleagues thought of me when they came across opportunities and because of that, I had many interviews for the few jobs I applied for! My former position was posted on the OITE jobs board and I applied for it. Seems straight forward, but had I not expanded my network, I would not have had the references necessary to land me the offer. I volunteered in other parts of the NIH campus and those references were pivotal to me getting my position.

What advice would you give to someone who was interested in your career path?

Be deliberate in acquiring skills. You will not move seamlessly from the research lab into academic administration. You will need a bridge of volunteer experiences outside of the lab. For me, I was on the NIH FelCom committee where I liaised between the trainees and the administration. That experience taught me the importance of aligning perspectives to improve outcomes, a key employability skill when it comes to stakeholder engagement. In addition, I worked part-time in the NIAID Office of Training and Diversity, where I organized career options seminars and chaired the Annual Fellows Retreat. These experiences became tangible and key parts of my resume and I discussed them as professional experiences. I would highly recommend keeping your research mentor in the loop. Improve your project and time management skills, and ensure your research mentor that you have developed ways to streamline your time to maintain your research workflow in a way that allows you utilize saved time for these important career development activities.

JASON MOCKPanel: *Technology Transfer and Patent Careers*Associate Attorney
Foley & Lardner LLP

jmock@foley.com

What university is your highest degree from?

University of Georgia

What field/department was your highest degree in?

Ph.D., Pharmaceutical & Biomedical Science

What year was your highest degree awarded?

2012

Any other universities or degrees that you would like to mention?

JD from the George Washington University Law School.

Describe your current role/responsibilities. As an associate in the Chemical, Biotechnology, and Pharmaceutical practice group of my law firm I provide counseling and opinions on intellectual property protection and defense against the intellectual property of third parties. This involves patent drafting and procurement, due diligence investigations, and litigation/enforcement actions.

What skills are necessary for you to complete your job?

Strong written communication and time management are probably the two most important skills. Much of my job involves distilling highly technical issues, both legal and scientific, and communicating those issues in a clear, concise way. Hence the need for strong writing skills. The other component, good time management, is indispensable because we are constantly fielding numerous issue in a given day and we must organize and complete our projects efficiently in order to meet our deadlines.

How did you get your job (networking, job-listing, etc)?

A lot of it was networking, but it was also having a unique skill set that was desirable to my firm.

How long was your job search? 2-3 months.**What is a typical starting salary in your field?** \$160,000 - 180,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

In order to work in this field, you must at least take the "Patent Bar," which is a test administered by the US Patent and Trademark Office that assesses your understanding of basic patent law and the patent examination process. You must have technical background (e.g., engineering, physics, chemistry, biochem, etc.) to qualify to take this test. If you pass the patent bar, you can work as a patent agent. Patent agents can draft and prosecute patent applications, but they are not qualified to give legal advice on infringement or enforcement of patents, or to otherwise render legal opinions relating to intellectual property. You must obtain a law degree in order to be qualified to give legal advice about patents and participate in legal actions like infringement suits.

What advice would you give to someone who was interested in your career path?

Do your homework to make sure that it is genuinely something you want to do because law school is not cheap and it will consume at least 3 years of your life. Meet with currently practicing attorneys to learn more about the day-to-day practice, and if it truly seems like something you want to do, consider working as a patent agent first to confirm that you would want to work in this field for the foreseeable future.

ABIGAIL NASH

Associate Medical Director
Janssen Pharmaceuticals

quailer12@yahoo.com

Panel: *Career Options for Clinicians*

What university is your highest degree from?

University of Texas Southwestern Medical Center

What field/department was your highest degree in?

Molecular Biophysics and Psychiatry

What year was your highest degree awarded?

2011

Describe your current role/responsibilities.

I'm currently in a program that allows me to rotate through different areas of pharmaceutical development over the course of three years, prior to choosing a final position within the company. I have already completed a year in US neuroscience medical affairs and am currently working within neuroscience early research and development. In my current role, I work with the clinical leader and design and oversee phase 1 and 2 clinical trials. We educate ourselves on the current literature within a field and then design our clinical trials for optimal safety and efficacy outcomes. During an active study, I monitor each trial subject's records for safety and proper trial execution. At the conclusion of a trial, I assist with analyses of the data and decision-making regarding the next steps in development. I work within large teams comprised of individuals with a variety of skill sets from across the company including drug supply chain, those who interact with regulatory agencies, basic/pre-clinical scientists, and company leadership.

What skills are necessary for you to complete your job?

This job requires the ability to read and understand scientific literature, think creatively, work well with others and demonstrate leadership.

How did you get your job (networking, job-listing, etc)?

Janssen recruited for this position directly from NIMH when I was a clinical fellow.

How long was your job search? I was not actively job searching at the time that I applied for my job

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

My program is limited to those with an MD, so this was most critical. Having leadership experience, such as mentoring post-bacs and graduate students was absolutely a plus since this is a critical skill set for the company.

What advice would you give to someone who was interested in your career path?

Make as many industry contacts as you can. An internal referral for a position is an advantage so always speak to industry people at conferences and get contact info.

Breaking into the pharma industry is the hardest part. As an MD, once you're in, the job security can be very good. Even if your exact position is downsized, MD's with industry experience are so valued that another position will likely be offered to you, either in the same company or another, within days. Different companies have different hiring/downsizing records and different areas of interest so consider researching this beforehand. For example, Janssen has a long legacy in psychiatry so is likely one of the most stable companies for a psychiatrist. They also are considered very "lean" so large downsizing events are rare.

TANASA OSBORNEPanel: *Getting Started: The Transition to Industry*

Project Pathologist/ Sr. Investigator I
Novartis

tanasa.osborne@novartis.com

What university is your highest degree from? University of Illinois at Urbana-champaign-PhD
What field/department was your highest degree in? Comparative Molecular Pathology
What year was your highest degree awarded? 2012

Any other universities or degrees that you would like to mention?
 Tuskegee University College of Veterinary Medicine-DVM.

Describe your current role/responsibilities.

Major responsibilities include:

1. Generating & evaluating pathology data through direct/indirect supervision of individuals assigned to studies.
2. Pathology peer and scientific reviews.
3. Serving at the pathology representative on project teams/Scientific boards/advisory committees.

What skills are necessary for you to complete your job?

Flexibility/adaptability, being a team player, communicating effectively (speaking, writing, listening), and critical thinking.

How did you get your job (networking, job-listing, etc)?

Job-listings mostly from professional society websites.

How long was your job search? 6-7 months.

What is a typical starting salary in your field? around \$150K.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

1. Residency in anatomic pathology-provided foundation.
2. PhD-acquired molecular skill set, enhanced critical thinking, learned how to present data.
3. Specialty certification (ACVP)-requirement for industry position.
4. Fellowship in Toxicologic Pathology-exposure to various career opportunities for toxicologic pathologists.

What advice would you give to someone who was interested in your career path?

Be open to opportunities, even if they are outside of your comfort zone/area of expertise. You may not be doing the same thing in a few years that you are doing today. Things change and it's important to be flexible in your "original" plan.

ALISON PEARCEPanel: *Careers in Science Education and Outreach*

Restoration Director
Audubon Naturalist Society

Alison.Pearce@anshome.org

What university is your highest degree from? PhD, Stanford University
What field/department was your highest degree in? Ecological Anthropology
What year was your highest degree awarded? 2004

Any other universities or degrees that you would like to mention?

BA, Environmental Science, Wesleyan Univ.

Describe your current role/responsibilities.

I lead the efforts to restore native plant communities, ecological function and wildlife habitat to the Woodend Nature Sanctuary. My job is about equally split between desk work like writing grant proposals and working outside doing invasive plant control, native plant installation, habitat assessment and wildlife monitoring.

What skills are necessary for you to complete your job?

I studied a lot of ecology during my undergraduate and graduate education, but I wish that I had taken more botany. Practical gardening experience is also helpful. Being a good project manager and knowing how to collect and synthesize information from experts are key.

How did you get your job (networking, job-listing, etc)?

I had worked for ANS in various roles for about three years when the organization completed a master plan for the sanctuary. I wrote a memo to the Executive Director describing why I thought we needed to hire a Restoration Director and expressing my enthusiasm for filling the role.

How long was your job search? 3 months.**What is a typical starting salary in your field?** \$55,000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

I was an agroforestry Peace Corps volunteer, which helped me to understand the logistics of restoration work. I took the core class of the GW Sustainable Landscapes program. I have also led the ANS Master Naturalist program for four years, which gave me the opportunity to learn from many experts.

What advice would you give to someone who was interested in your career path?

Take every opportunity you can to do field work. Learn to use GIS with an original data set. Take advantage of free education from local groups like the Maryland Native Plant Society. Environmental engineering would be a more highly paid version of what I do. Stormwater management is a huge field right now with lots of good jobs in green infrastructure design.

CAROLYN PELUSOPanel: *Careers in Science Writing and Editing*

Manager, Scientific Writers/Editors
Cell Signaling Technology

cepeluso1@gmail.com

What university is your highest degree from?

Tufts University

What field/department was your highest degree in?

Cell and Molecular Biology

What year was your highest degree awarded?

2008

Any other universities or degrees that you would like to mention?

B.S., Providence College

Describe your current role/responsibilities.

My team is responsible for producing customer facing material (e.g., blogs, brochures, videos) that supports both our products and our role as a thought leader in the community.

What skills are necessary for you to complete your job?

To get started you will need a strong scientific background, good writing skills, and a keen eye for detail. Everything else can be learned on the job.

How did you get your job (networking, job-listing, etc)?

I sent my resume out to a lot of different places. As a result, it got into the hands of a recruiter. They contacted me and helped me get my first job. Once you have a job, it's much easier to find new opportunities.

How long was your job search? About 6 weeks.**What is a typical starting salary in your field?** \$60-65K.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Working on the Fellows Editorial Board was an incredibly important stepping stone for me.

What advice would you give to someone who was interested in your career path?

Join the Fellows Editorial Board and be an active participant. It will teach you how to read and edit in a way that no other experience can offer.

Science writing is a good bridge to the corporate world. And, once you have a job, you'll be able to pursue many different opportunities. That said, having a strong communication background will serve you well no matter the path you choose to take.

ERIC POLLEYPanel: *Transition from Postdoc to Faculty*Assistant Professor of Biostatistics
Mayo Clinic

polley.eric@mayo.edu

What university is your highest degree from? University of California, Berkeley
What field/department was your highest degree in? Biostatistics
What year was your highest degree awarded? 2010

Any other universities or degrees that you would like to mention?
 Columbia University (MS).

Describe your current role/responsibilities.

Current position is a collaborative scientist within the Department of Health Sciences Research at Mayo Clinic. We collaborate and lead research projects across the clinic. Additionally, manage a team of statisticians and statistical programmers for research projects.

What skills are necessary for you to complete your job?

Strong communication skills and interests in wide variety of research projects is critical. Time management also very important since at any time might be managing 10-20 active studies and balancing resources and personal.

How did you get your job (networking, job-listing, etc)?

Networking is helpful, but publishing your work and having papers within your field of interest is most important for an academic position. When interviewing, it is helpful if you can connect with the individual because they have seen your work previously.

How long was your job search? 1 year.

What is a typical starting salary in your field? probably around \$80-100K

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Teaching was really helpful. I don't formally teach now, but having that experience of how to explain complex concepts in an interdisciplinary setting greatly helped to prepare for working in a collaborative/consultant environment.

What advice would you give to someone who was interested in your career path?

Be nice, it is a small community.

MAGDALENA PRECIADO LÓPEZPanel: *Industry: Research and Development*

Scientist I
Calico Labs

maga.preciado@gmail.com

What university is your highest degree from? Vrije Universiteit Amsterdam
What field/department was your highest degree in? Biophysics
What year was your highest degree awarded? 2015

Describe your current role/responsibilities.

I am a research scientist in a protein biochemistry lab. I design, purify and characterize proteins, as well as develop *in vitro* assays (both cell-based and with purified components) to test protein biological phenomena.

What skills are necessary for you to complete your job?

How to better focus on the important things and not dwell in the minutiae. When you have multiple projects going it is very important to know how to prioritize and decide when to move on and/or change strategy.

How did you get your job (networking, job-listing, etc)?

I found my job online while searching for industry-based positions that resembled academia in the freedom and openness to tackle difficult questions.

How long was your job search? Four months.

What is a typical starting salary in your field? About 100,000 USD.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I got feedback on my resume from the ASCB One-On-One CV Review program which was very useful. I also attended the NIH workshops for jobs in industry, and consulted with Lori on my job offer before signing.

What advice would you give to someone who was interested in your career path?

You don't have to be a perfect match to apply! Many of the 'qualifications required' are more of a 'wish list'. Trust what you know and be friendly.

REBECCA PREVOTSPanel: *Careers in the Federal Government*Epidemiologist
NIAID, NIH

rprevots@niaid.nih.gov

What university is your highest degree from? University of Michigan
What field/department was your highest degree in? Epidemiology
What year was your highest degree awarded? 1991

Any other universities or degrees that you would like to mention?
 Barnard College.

Describe your current role/responsibilities.

I supervise a team of epidemiologists, including PhD, MPH, postbac to describe population patterns of disease and identify risk factors for disease susceptibility and progression, for infectious diseases of interest.

What skills are necessary for you to complete your job?

Skills include good analytic skills, ability to problem solve and think critically, as well as good skills in writing and communication, and of course an ability to get along with lots of different kinds of people.

How did you get your job (networking, job-listing, etc)?

A combination of things- I was part of the EIS program at CDC, which got me into CDC and the federal govt. From there, when I wanted to move to DC I knew people in my field and it was easier to network.

How long was your job search? Off and on about 6 months for my NIH position.

What is a typical starting salary in your field? Around \$80,000 for PhD, but depends on the cost of living in the geographic area.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Lots of good field experience and public health experience through internships, field experience during my BA, MPH, and PhD experiences. I took advantage of every opportunity to get field experience.

What advice would you give to someone who was interested in your career path?

Get experience working in the field.

I love my job!

JOHN REICHPanel: *Careers in Science Administration*

Scientific Program Director
Foundation for Food and Agriculture Research

jreich@foundationfar.org

What university is your highest degree from? University of Texas
What field/department was your highest degree in? Cell and Molecular Biology
What year was your highest degree awarded? 2009

Describe your current role/responsibilities.

Build public-partnerships to increase the amount of money spent on public research within food and agriculture. As part of that, I build consortiums to fund innovation research in the pre-competitive space. I also create RFA, set scientific priorities, and manage grants.

What skills are necessary for you to complete your job?

People skills are highly valuable. In addition to the ability to learn about science in new topic areas quickly and manage time/prioritize. Writing is also a big skill to have.

How did you get your job (networking, job-listing, etc)?

Networking.

How long was your job search? 0 months.

What is a typical starting salary in your field? US government agencies will pay starting \$90 K +, and it varies depending on the type of organization.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Having passion for what you are working on.

What advice would you give to someone who was interested in your career path?

Develop the ability to coordinate efforts and leverage resources and knowledge for impact. Also, be passionate about what you are doing as this drives success.

ISAAC RODRIGUEZ-CHAVEZPanel: *Careers in Investment and Consulting*

CEO, Founder

4Biosolutions Consulting

isaacrodc@gmail.com

What university is your highest degree from?

University of Delaware

What field/department was your highest degree in?

Virology and Immunology

What year was your highest degree awarded?

1999

Any other universities or degrees that you would like to mention?

Duke University, Columbia University, Venezuelan Institute for Scientific Research, Central University of Venezuela.

Describe your current role/responsibilities.

As a CEO of a Biomedical Consulting firm, I serve as an executive leader providing expertise in all facets of scientific research, clinical trials, drug therapy development, and strategic planning within high-profile organizations.

What skills are necessary for you to complete your job?

Broad knowledge and skills in science, clinical research and regulatory compliance applied to the development and operations of laboratories and clinical trials to test cutting-edge drug therapies for infectious diseases in the areas of virology, microbiology, immunology, vaccinology, and oncology. Skilled in directing Clinical Research Organizations (CROs) and cross-functional teams across multiple platforms, leading the development of innovative scientific and biomedical products. Collaborative communicator with success managing various programs and leading thousands of projects from conception through completion.

How did you get your job (networking, job-listing, etc)?

I created my own company.

How long was your job search? 1 year.**What is a typical starting salary in your field?** Variable.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

The combination of scientific and clinical research experience with administrative and regulatory experience was central for my success.

What advice would you give to someone who was interested in your career path?

Develop the skill set needed.

Speak to multiple biomedical consulting firms.

Be a smart and honest worker willing to find solutions to complex problems.

ADAM RUBENPanel: *Careers in Science Education and Outreach*Associate Director, Vaccine Stabilization & Logistics
Sanaria Inc.

adamruben@gmail.com

What university is your highest degree from? Johns Hopkins University
What field/department was your highest degree in? Biology
What year was your highest degree awarded? 2008

Any other universities or degrees that you would like to mention?

Bachelor of Arts, Princeton University, 2001.

Describe your current role/responsibilities.

Sanaria is a small biotech company, so I have many responsibilities outside those nominally required for my role. I'm involved in cGMP manufacturing, clinical data analysis, writing papers, performing research, and performing Quality Control assays.

I also work as a freelance science communicator and comedian. The responsibilities of these side jobs are whatever I choose them to be--I choose whether to accept certain gigs or writing assignments.

What skills are necessary for you to complete your job?

For my job at Sanaria, I wish I had studied biostatistics. That would have been very useful. Immunology, too. General data analysis is an important skill--i.e., the ability to look at data and figure out whether it's been acquired properly, and if so, what conclusions can be fairly drawn from those data.

For writing and performing, necessary skills include public speaking and clear communication. Another important skill is the willingness to accept many low-stakes positions along the way, since one never knows which will lead to future work.

How did you get your job (networking, job-listing, etc)?

I got my job at Sanaria after I attended a small conference during my PhD and saw Sanaria's CEO speak. I tried to pursue a position there, and I ended up using a connection (my wife's mother's college roommate's husband) to come give a seminar at Sanaria about my graduate work. That seminar led to a full-time job.

For writing and performing, I built it all from scratch, one gig at a time. I did a lot of performing at open mic nights, teaching expository writing, telling stories on stage, emailing book proposals to agents, and recording and submitting audition tapes.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Every experience has helped me in some way. Even experiences that don't directly lead to career advancement are valuable learning opportunities.

What advice would you give to someone who was interested in your career path?

Do as much as you can while you have time. Say yes to everything, because you never know what will lead to other opportunities.

RAJNI SAMAVEDAMPanel: *Careers in Investment and Consulting*Principal/Director
Booz Allen Hamilton

samavedam_rajni@bah.com

What university is your highest degree from?

Drexel University

What field/department was your highest degree in?

Public Health, Epidemiology

What year was your highest degree awarded?

1998

Any other universities or degrees that you would like to mention?

Smith College, London School of Hygiene & Tropical Medicine.

Describe your current role/responsibilities.

Oversee multidisciplinary (science, analytics, technology) teams to develop and execute against federal government contracts. Primary focus is on account growth and management in NIH and other areas in HHS. Grow life sciences talent, capability and opportunities.

What skills are necessary for you to complete your job?

Skills needed: strategic thinking and communication; analytic thinking; leadership; mission understanding; scientific understanding; entrepreneurship; team management.

Some skills to acquire earlier - understanding of government contracting, and business capture methods.

How did you get your job (networking, job-listing, etc)?

Connection through a friend.

How long was your job search? 1 month.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

Any and all experiences. Facilitated group thinking and learning. Medical seminars. Volunteer with non-profits for strategic thinking.

What advice would you give to someone who was interested in your career path?

Learn different aspects of consulting - take on opportunities even if they push you out of your comfort zone!

ARTI SANTHANAMPanel: *Careers in Investment and Consulting*Director
TEDCO

asanthanam@tedco.md

What university is your highest degree from?

Rutgers University

What field/department was your highest degree in?

Microbiology and Molecular Genetics

What year was your highest degree awarded?

2005

Any other universities or degrees that you would like to mention? NCI Postdoc.**Describe your current role/responsibilities.**

I manage the \$5.8M Maryland Innovation Initiative (MII) program investing in commercialization and start-up companies spun out of five participating universities; Johns Hopkins University, the University of Maryland College Park, Baltimore and Baltimore County campuses, as well as Morgan State University. Established in 2012, MII has invested \$30M that has resulted in 58 startups, \$140M follow-on funding and 5 exits till date!

What skills are necessary for you to complete your job?

- Tech Commercialization
- Program Management
- Board/Stakeholder relationship management
- Investment analysis
- Financial management
- Portfolio management

How did you get your job (networking, job-listing, etc)?

Networking through local groups and clients; Women in Bio

How long was your job search? 5 months.**What is a typical starting salary in your field?** \$80K.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

- Consulting
- Non-profit Board
- Non-scientific communication skills
- Volunteering for professional groups

What advice would you give to someone who was interested in your career path?

Explore opportunities outside of your comfort zone. Network Network Network

Think outside the box when it comes to career paths... not every job needs pipetting skills and you have more to offer than that.

It is an interesting intersection of Tech Commercialization, Economic Development and Venture Capital Investment

SHANEN SHERRERPanel: *Teaching Intensive Faculty*Assistant Professor of Biochemistry
St. Mary's College of Maryland

smsherrer@smcm.edu

What university is your highest degree from? The Ohio State University
What field/department was your highest degree in? Biochemistry
What year was your highest degree awarded? 2011

Describe your current role/responsibilities.

I am a tenure-tracked Assistant Professor of Biochemistry within the Department of Chemistry and Biochemistry at St. Mary's College of Maryland. I am expected to do scholarly work along with teaching and service for the department and college. While these activities seem simple, I actually spend about 70% of my professional efforts on teaching, 10% on service and 20% on scholarly activities. On a typical day during the academic year, I am teaching 1-2 courses (lectures and/or labs), dedicating 1-2 hours of office time to meet with students from my courses, and spending 2 hours planning future class/lab sessions. Each week, I also spend time meeting with each of my research students. These students work on my research projects during the academic year. The rest of my time during the week is devoted to service which includes department meetings, college meetings, and attending training sessions for teaching assistants. As my teaching regimen becomes more regular after my first year at the college, I will be able to dedicate more time to research.

What skills are necessary for you to complete your job?

Time management, classroom management, lab management, public speaking, networking, writing, mentoring, advising, and knowledge of basic instructional technology are essential for me to be effective in my position. It is also expected that I have in depth and broad disciplinary knowledge to teach chemistry and biochemistry courses under the professional guidelines of the American Chemical Society and the American Society of Biochemistry and Molecular Biology. Most of these skills did not surprise me except for how much public speaking I would be doing for different audiences. Until this position, I did public speaking mostly in the form of research presentations. These presentations were typically for scientists, especially those in my discipline. However, college teaching requires good public speaking skills to facilitate student learning and to engage other community stakeholders. This is particularly true for teaching non-majors and collaborating with faculty outside my discipline.

How did you get your job (networking, job-listing, etc)?

To find my faculty position, I monitored popular higher education job websites that list academic positions from July - December during the expected last academic year of my postdoctoral training. These websites included the Chronicles of Higher Education, Inside Higher Education, and Chemjobber. I also looked at the online job postings of AAAS/Science Careers, the American Chemical Society, and the American Society of Biochemistry and Molecular Biology. I looked for positions at small liberal arts colleges and major universities, but preferred institutions that focused on undergraduates. After completing my online application to St. Mary's College of Maryland, I made sure that all requested supporting documents were received before the deadline. The college responded within a few weeks by email to schedule an initial interview. For the phone/Skype interview, I reserved a quiet room at work so I could not be disturbed while having the best phone and internet signals. I also had questions ready to ask so I could gain more insights on the position. The chair of the department emailed me shortly afterwards to schedule a campus interview, which I replied and scheduled as quickly as possible. During

my campus visit, I maintained professional and personable interactions with the faculty, students, and staff involved in the interview process. Once the chair offered me the position, I replied in a timely manner and cleared up additional concerns. After negotiations, I formally accepted the job offer.

How long was your job search? 6 months.

What is a typical starting salary in your field? \$60,000 to \$75,000.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

My experience as both a lab manager and chemical safety officer during graduate school is a big advantage for my ability to set-up my lab and supervise undergraduate researchers. I also enhanced my management skills by completing the NIH Management Boot Camp towards the end of my postdoctoral training. To prepare for a possible faculty career in a chemistry department, I participated in the American Chemical Society's Postdoc to Faculty Workshop. These postdoctoral professional development opportunities followed my rigorous graduate school training where the demands of my research prevented me from serving as an instructor of record for university courses. However, I did serve as a graduate teaching assistant for three academic terms and I taught a summer camp science course for middle school students as a postdoc to gain teaching experience. Having a Noble Prize winner as a postdoc mentor helped with the visibility of my job applications, but more importantly, my postdoctoral experience reinforced my desire to pursue a faculty career at a predominantly undergraduate institution. My willingness and eagerness to teach science topics inside and outside the tradition classroom, including during my research talk, also are reasons why I was offered the job.

What advice would you give to someone who was interested in your career path?

Before applying for a faculty job, be mentally ready. Be honest about your chances of succeeding in a faculty position at a college or university. Develop an understanding of faculty roles at different types of institutions, especially small liberal arts colleges, since levels of commitment to teaching, research, and service varies greatly. There are numerous reports on academic labor markets and published career guides that can help you prepare for a faculty career. However, your academic record and network are major factors that will shape your career. Do not apply to every faculty job opening possible because you will not have time to personalize applications for each position. Be strategic and targeted with applying to faculty jobs. I suggest going to career transition workshops offered by some disciplinary societies or postdoc/career service offices that can help you prepare a full application for a current open position, give feedback on it, and talk about other aspects of faculty careers. Have a draft cover letter, teaching statement/portfolio, CV, research statement, and diversity statement on hand that can be modified for each application. Schedule a practice talk with people outside your lab and/or department so you can get unbiased audience feedback on your presentation. Many teaching intensive institutions will want to see faculty candidates do a research seminar, teaching demonstration, and/or chalk talk during the campus interview process.

SHANTANU SHEWALEPanel: *Finding the Right Size Company*

Scientist, Product Development
Personal Genome Diagnostics

sshewale@pgdx.com

What university is your highest degree from?

PhD, University of North Texas Health Science Center

What field/department was your highest degree in?

Molecular Genetics

What year was your highest degree awarded?

2016

Any other universities or degrees that you would like to mention?

BS, Microbiology, Louisiana State University

Describe your current role/responsibilities.

Currently, I work within the early development group. My focus is early feasibility testing of novel technologies, and successfully implementing these technologies within our pipeline. Day to day tasks revolve around organizing and managing the day to day work flow within the lab, designing experiments, and coordinating with other departments on data analysis and feedback that into designing future experiments.

What skills are necessary for you to complete your job?

It's imperative to be clear in communicating across multiple teams throughout the organization. It's also important to be well organized as documenting details throughout product development is very important.

How did you get your job (networking, job-listing, etc)?

It was through networking.

How long was your job search? 3 Months.**What is a typical starting salary in your field?** Variable with experience.**What advice would you give to someone who was interested in your career path?**

I'd network as often as I can, and also acquire any skillsets now that you feel are important within an industry based settings.

SHANA SPINDLERPanel: *Careers in Science Writing and Editing*Freelance Science Writer/Editor
Self-employed

shana.spindler@gmail.com

What university is your highest degree from?

University of California, Los Angeles

What field/department was your highest degree in?

Molecular, Cellular, Developmental Biology

What year was your highest degree awarded?

PhD, 2009

Describe your current role/responsibilities.

I am self-employed as a freelance science writer and editor. In this role, I write about ongoing scientific research for both the general public and scientific audiences, and I write about science career opportunities for current trainees. My freelance work has been in the form of long-term contracts with various organizations, including a bioinformatics non-profit and the National Institute of Child Health and Human Development. My day-to-day activities include communication (mostly by email) with each organization, writing and editing articles, and planning for upcoming projects and deadlines. While I work independently from home, I am part of a team for each project. In addition, I spend some amount of time each month on administrative activities, such as filing quarterly taxes and preparing invoices. My work is part time, and in total I work about 15 hours per week.

What skills are necessary for you to complete your job?

Necessary skills for a freelance science writer include a strong grasp of the language, excellent time management, an ability to network and maintain contacts, and a willingness to learn something new every single day!

How did you get your job (networking, job-listing, etc)?

My first venture into non-academic writing and editing began as a postdoctoral fellow at the NICHD. I served as a volunteer Editor in Chief for The NICHD Connection newsletter and transitioned into a contracted position to continue my role as editor when my postdoc ended. I found other writing opportunities through networking with former colleagues.

How long was your job search? As a freelance writer, I didn't experience a traditional job search. In all of my writing experiences, I found opportunities through volunteer activities or through a colleague contacting me.

What is a typical starting salary in your field? No typical starting salary, as freelance hours and methods of earning differ (pay per word, hour, or project for example).

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I can't think of an experience from graduate school or postdoc that DIDN'T help me in some way. In particular, volunteering to help create and edit a newsletter and serving on the board of the DC Chapter for the Association of Women in Science helped with writing and networking experience, respectively.

What advice would you give to someone who was interested in your career path?

If you'd like to write about science for a living, whether you're freelance or employed, you'll need "clips," lingo for published examples of your writing. A great way to get clips without prior experience is to volunteer to write articles for an institute's newsletter or scientific society's publications. Most importantly, start networking now!

PETER SZABOPanel: *Getting started: the Transition to Industry*Principal Scientist
Bristol-Myers Squibb

peter.szabo@bms.com

What university is your highest degree from?

Semmelweis University, Budapest, HUN

What field/department was your highest degree in?

Medical Science

What year was your highest degree awarded?

MD/PhD

Any other universities or degrees that you would like to mention?

Software Engineer BS.

Describe your current role/responsibilities.

I'm providing translational bioinformatics support for early and late drug development programs and diagnostics development in Immuno-Oncology.

What skills are necessary for you to complete your job?

My "hybrid" background (MD/PhD, Bioinformatician) made me a unique candidate.

How did you get your job (networking, job-listing, etc)?

I got it by applying online, without networking.

How long was your job search? 6 months.**What is a typical starting salary in your field?** \$90,000-110,000**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

I created a very compact and eye-catching CV:

One page for Skills, Educational Background, Work Experience, Publications etc.

On the back page I re-designed the DC metro map, replacing the station names with my skills, education, jobs etc. I tried to show my "data visualization" skills and wanted to create something which is unusual.

What advice would you give to someone who was interested in your career path?

Set your goals at the beginning, gain the skills you need and work hard to get there!

We are hiring bioinformaticians ;)

AUDREY THEVENONPanel: *Careers in Science Policy and Advocacy*

Program Officer

National Academies of Sciences, Engineering and Medicine

athevenon@nas.edu

What university is your highest degree from? Georgetown University
What field/department was your highest degree in? Biology
What year was your highest degree awarded? 2009

Any other universities or degrees that you would like to mention?

M.S. from Université de Rennes, France.

Describe your current role/responsibilities.

Responsible for developing and managing multidisciplinary programs or projects such as consensus studies, fellowship programs, 2-3 days workshops etc... Develop program or project proposals, strategy, and budget, staffing requirements and ensure the program/project meets its objectives as stated by the sponsors in an agreed-upon statement of work.

Serve as liaison between committee members, the National Academies, and other applicable parties. Supervises staff and provide guidance for performance improvement. Develop prospectuses and brainstorm on potential projects with peers and professional relationships.

What skills are necessary for you to complete your job?

- Leadership and strong management skills are important to perform this job.
- The job also requires both a strong intuitive and analytical thinking while working on highly complex projects that also requires an open mind to gather all information before coming to a conclusion.
- Advance knowledge in the area of interest of the division where you work is certainly a plus but the recent surge of multidisciplinary studies challenges us to become experts in diverse disciplines.
- Being methodical is, therefore, a plus as it relies on the information gathering and analysis process as opposed to relying on already acquired knowledge.
- Being able to delegate is also a skill that highly improves efficiency in this job since a Program Officer can have 4-5 projects at once.
- Which leads to being able to multitask.
- Proactive. The National Academies is a non-profit, soft money institution and the staff needs to be ready to receive opportunities but also create opportunities.

How did you get your job (networking, job-listing, etc)?

I obtained my job through intense networking, visiting a friend who worked at the National Academies who introduced me to her colleagues. I stayed in contact with them for 2 years with quarterly emails/phone calls or even lunch visits. When a job that fitted my profile presented itself, I was internally recommended which made a significant difference as opposed to applying for a job without internal support.

How long was your job search? A little over 6 months.

What is a typical starting salary in your field? \$65,000 for the Associate Program Officer.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Volunteering is the reason why I moved to the USA, obtained a Ph.D. and found a postdoc in DC.

What advice would you give to someone who was interested in your career path?

You should never stop networking by leveraging the numerous opportunities your universities, professional societies, discussion groups or peers offer you. Meeting the same people over and over in professional settings is key to successful networking that may lead to an informal interview and maybe eventually a job. Once you have the job, you will also use these same contacts as experts and liaisons to other experts. Always nurture your relationships.

The second advice is to pay attention to recent advances in sciences and technology that you believe might pose significant societal, scientific, bioethical issues in the near future. These can arise from conversations with your peers or when discussing with experts at professional meetings. If you have the opportunity to interview for a job at the National Academies, your ability to have a balanced discussion about cutting-edge issues would certainly make an impression!

For young scientists who want to explore opportunities in the Science Policy world before committing to this career path, we have a 4-month paid fellowship program for Ph.D. candidates and post-docs. Information can be found here: <http://sites.nationalacademies.org/pg/policyfellows>.

ASHLEY TRIPLETTPanel: *Careers in the Federal Government*

Science & Technology Manager
Defense Threat Reduction Agency

ashley.triplett.civ@mail.mil

What university is your highest degree from? University of Louisville
What field/department was your highest degree in? Immunology
What year was your highest degree awarded? 2012

Describe your current role/responsibilities.

I'm responsible for managing the development of vaccines, animal models and assays; and pre-clinical/clinical, manufacturing and regulatory aspects of vaccine candidates for the U.S. military. This includes developing broad agency announcement topics, leading proposal evaluations, and managing funded program/project contracts and grants with an end goal of providing safe and effective vaccines to Service members.

What skills are necessary for you to complete your job?

My job requires technical/scientific expertise, written and oral communication, and organizational skills.

How did you get your job (networking, job-listing, etc)?

I got this position by a combination of networking and responding to a job listing. Once I heard of the organization, I began contacting people who worked there from LinkedIn. That's how I was able to learn of positions that would be opening up.

How long was your job search? About 5 months.

What is a typical starting salary in your field? Starting salary can range from \$93K-\$118K. Typically with some post-doc experience, a PhD scientist can begin at GS-13 or GS-14 in federal government.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

During my post-doc, I volunteered to review proposals for funding, or papers being considered for publishing. Having experience as a reviewer/evaluator really helped me in getting the position. Also while in my post-doc, I was detailed to the Federation of American Societies for Experimental Biology for science policy experience. Although the policy experience wasn't a key factor in helping me get my current position, I think it gave me experience in soft skills, communicating in lay terms (which I often have to do now), and managing a project away from the bench.

What advice would you give to someone who was interested in your career path?

Ask your current P.I. to allow you to review proposals or manuscripts. Additionally, organizations like AAAS will seek evaluators for proposal reviews. Network! Find other program managers, email them, and ask them to meet you for coffee so that you can learn what the job is like.

In my current position, I still get to be a scientist without being at the bench. I'm constantly meeting with different P.I.'s to discuss their projects or learn about interesting new technologies, and I still have to read the literature to stay up-to-date on vaccine research.

ASWANI VALIVETIPanel: *Technology Transfer and Patent Careers*

Technology Licensing Analyst
University of Maryland, College Park

valiveti@umd.edu

What university is your highest degree from?

University of Maryland, College Park

What field/department was your highest degree in?

Molecular and Cell Biology

What year was your highest degree awarded?

2006

Describe your current role/responsibilities.

- > Evaluate university invention disclosures for pursuing IP protection, patent maintenance and potential commercialization via licensing and startup formation
- > Build relationships with inventors, internal and external enablers/complementors, and industry partners to farm innovation activity and explore avenues for commercialization
- > Coordinate efforts to guide university startups through various resources available for regional economic stimulation
- > Mentor junior staff colleagues
- > Negotiate licensing agreements
- > Assist in strategic initiatives at the office and University level as required

What skills are necessary for you to complete your job?

- > Strong people skills
- > Technical competence (scientific and business)
- > Tactful communication (written and verbal)
- > Positive attitude

How did you get your job (networking, job-listing, etc)?

--> found the job posting on the web but approached office through personal contact and followed up after application.

How long was your job search? 4 years.

What is a typical starting salary in your field? ~\$60-70k.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Multiple MBA team projects and internship experience; especially coursework on leadership development and business strategy; startup work experience.

What advice would you give to someone who was interested in your career path?

Start by volunteering at your institutional Tech transfer office to understand the role, build legitimacy, forge mentor relationships and personal network.

Most tech transfer offices are resource constrained. Thus, it would help greatly if potential new entrants know time-management, multi-tasking, task-prioritization and relationship management.

LOUIS WEINERPanel: *Career Options for Clinicians*

Director
Georgetown University, MedStar

weinerl@georgetown.edu

What university is your highest degree from?

Mount Sinai School of Medicine (M.D.)

Describe your current role/responsibilities.

Director of the Georgetown Lombardi Comprehensive Cancer Center (Lombardi), Chair Department of Oncology at Georgetown University School of Medicine, Director of MedStar Georgetown Cancer Institute

My role as Cancer Center Director is facilitated by my responsibilities as Chair of the Department of Oncology, Leader of the Lombardi Sector of Georgetown University Medical Center, membership in the Georgetown University Executive Committee and co-Director of the MedStar-Georgetown Cancer Network. Since I assumed directorship of LCCC, the Cancer Center has undergone significant strategic remodeling to better focus on its mission to prevent, treat and cure cancers, by linking scientific discovery, expert and compassionate patient care, quality education, and partnership with the community, guided by the principle of *cura personalis*, "care for the whole person".

What skills are necessary for you to complete your job?

I rose up through the ranks as a clinical oncologist and laboratory investigator, and served for 13 years as chair of medical oncology and VP for translational research at a NCI designated comprehensive cancer center. I also took an interest in training hematology/oncology fellows, helping to establish, build and sustain a high quality fellowship training program.

How did you get your job (networking, job-listing, etc)?

I was contacted by search firms when it was "my time" to consider a major leadership role, and then sorted through various options before focusing on the one that i felt gave me the best opportunity for leadership and high impact.

What advice would you give to someone who was interested in your career path?

Do the work that matters to you and prepare for the next step by excelling at that work and stretching yourself beyond your comfort zone.

DAVID WELIKYPanel: *Maximizing Yourself as a Faculty Candidate*

Professor of Chemistry
Michigan State University

weliky@chemistry.msu.edu

What university is your highest degree from? University of Chicago
What field/department was your highest degree in? Chemistry
What year was your highest degree awarded? 1995

Describe your current role/responsibilities.

Teaching at both the undergraduate and graduate level (1 solo course + 1 shared course per year), Supervising Ph. D. students, Writing research manuscripts, Writing research proposals, Reviewing papers and grant proposals, Administrative duties (e.g., faculty meetings, reappointment and promotion of faculty, instrumentation, faculty hiring)

What skills are necessary for you to complete your job?

A strong publication record and good research proposals are needed to be hired.

How did you get your job (networking, job-listing, etc)?

I applied for 80 faculty positions (found via advertisement), had 5 interviews, and received 1 offer.

How long was your job search? 8 months.

What is a typical starting salary in your field? About \$80,000 at Michigan State

What advice would you give to someone who was interested in your career path?

Faculty jobs (at least my faculty job) are different from many jobs in that your peers vote on you (at least twice during your career). Tenure also makes it likely that you will see and potentially work with your colleagues for 30+ years. For these reasons, it can be helpful to think before you speak, especially negatively or critically.

It is a good job for someone who likes to do a variety of tasks and who values autonomy over their time. Prior to tenure, I worked on average >70hours per week. Now, I work on average 50-60 hours per week.

STACY WENDELLPanel: *Research at Universities, Government and Non-profits*

Assistant Professor and Director of the Health Sciences
Metabolomics and Lipidomics Core
University of Pittsburgh

gstacy@pitt.edu

What university is your highest degree from? University of Maryland, Baltimore County (UMBC)
What field/department was your highest degree in? Chemistry
What year was your highest degree awarded? 2005

Describe your current role/responsibilities.

I have two main parts to my current role. I am an Assistant Professor in the Department of Pharmacology and Chemical Biology. I am currently research track thus my main focus is my research. I do not have teaching responsibilities outside the occasional lecture in a course, maybe once a year at most. My research is focused on the formation, metabolism and signaling of bioactive lipids in lung and airway disease. My lab studies electrophilic fatty acids that are modulators of inflammatory signaling pathways. Our two main projects are in asthma and influenza A infection. I have a graduate student and technician and an undergraduate that work with me at the current time. The chair of my department and another colleague started a company over 10 years ago before moving to Pitt. I am also a consultant for that company, Complexa Inc. Complexa is now moving an electrophilic fatty acid into Phase 2 clinical trials for pulmonary hypertension and chronic kidney disease. Through this consultation I have a better understanding of moving a drug candidate through the pipeline and I have also had the privilege of experiencing how to manage conflict of interest.

In addition to my own research endeavors I am the Director of the Health Sciences Metabolomics and Lipidomics Core for the University of Pittsburgh. We provide liquid chromatography mass spectrometry services ranging from fee for service to more substantial collaborations with Pitt and outside investigators. Related to the core I oversee one staff scientist who runs the day to day operations. Directing the core has allowed me to establish collaborations with other investigators and learn about new research, some of which helps to shape my own studies.

What skills are necessary for you to complete your job?

Everyone will tell you that moving into a faculty position from your postdoc is often a challenge because you are not fully prepared to be a manager of people, lab and budget. This is very true. I had the bench skills and the basics for grant writing, but I have had to consciously work to improve my management/communication skills and overall organization skills and time management. I also have two young children and this has forced me to become more efficient at work and to let go of things I don't necessarily have to say yes to. Directing the core has also provided me with "on the job training" related to management and relationship development with collaborators. I have also had to "toughen up" because there are many investigators who look at us simply as a core and not as a collaboration because they do not understand the complexity of LC-MS analyses. One of the ways in which I have sought to promote my own professional development was to hire a career/life coach. This has allowed me to work through some of the challenges that I identified for myself at work.

How did you get your job (networking, job-listing, etc)?

I found my current position through networking. I don't think I've ever had a job that was from a job-listing.

Also, I find that it is the acquaintance, not the friend who ends up making the link to a job. It is good to network with anyone you can. In this case I was still at Penn as a postdoc and ended up at a lunch with an investigator from Pitt. We were talking about work/life balance, the lack of mass spectrometry capabilities at Pitt, etc. She put me in touch with my current chair and the rest was history.

How long was your job search? I had been looking for around 6 months when I ended up at Pitt.

What is a typical starting salary in your field? I think Assistant Professor salaries on research or tenure track vary widely depending on institute and also department/school. I'm in the School of Medicine---tenure stream in our department starts around \$120K for an assistant professor.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

I've always tried to keep myself as versatile as possible. Perhaps this is easier to do when your expertise lies in a technique rather than an area of scientific research. Mass spectrometry can be applied to many areas. I also don't rule out future career changes and transitions. Career adaptability is critically important and one should always be thinking about what types of skills are required to make a leap to something new, be it a small leap or a large one. While I was a postdoc I was also a member of the National Postdoc Association board of directors and served as chair of the board for 2 years. This was an invaluable experience. I learned so much about managing people, running an operation, time management, fiscal management, etc. I also think that utilizing a career coach has helped me to make another leap in my own professional development.

What advice would you give to someone who was interested in your career path?

As I mentioned above, take time to really think about what you want and what you may need to get there. What skills do you need? For instance, the skills in mass spec for my career are an obvious necessity, but relationship building is extremely important and not a skill that is so obvious.

Do informational interviews. You will quickly learn that there is no prescriptive career path, everyone seems to get to their job by a different route and many times you need to create your own path, not take one that is already marked. Also, networking is key. I think each institute is different when it comes to research track faculty and even within an institute there are differences in how this is viewed so if this is something of interest you really need to talk with people to find out what the requirements are related to grant support, etc.

I think I tried to carve my own path. I like academia, but we all know there are many pressures to publish, obtain grant funding etc. In addition, I know one of my weaknesses is my "lack of focus". I like learning new things and working on other people projects so I turned this weakness into a strength by taking on the mass spec core. This also relieves some of the pressure related to supporting my salary from grants because I am able to be a collaborator on other grant submissions and a co-author on collaborator publications.

BRAD WIBLEPanel: *Careers in Science Writing and Editing*Senior Editor
Science magazine

bwible@aaas.org

What university is your highest degree from? Northwestern University
What field/department was your highest degree in? Neuroscience, PhD

Any other universities or degrees that you would like to mention?
 BS, physics, Drexel University

Describe your current role/responsibilities.

I solicit, evaluate, and edit commentary/opinion articles bridging science with policy, education, ethics, law, economics, and other broader social impacts/influences.

What skills are necessary for you to complete your job?

Ability to write/edit for broad audience.
 Ability to engage across a wide range of technical topics.

How did you get your job (networking, job-listing, etc)?

Listserv job posting.

How long was your job search? I wasn't really looking for a job at the time.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

Experience as a freelance writer and full-time professional writer and editor.
 Experience in science policy at a government research agency.

What advice would you give to someone who was interested in your career path?

Get experience writing for different audiences.
 Consider writing fellowships, policy fellowships.

YOLANDA WILLIAMS-BEYPanel: *Careers in Science Education and Outreach*

Education Program Manager

University of Delaware/Delaware Environmental Institute

yolanda@udel.edu

What university is your highest degree from?

Drexel University

What field/department was your highest degree in?

Microbiology/Immunology

What year was your highest degree awarded?

2010

Describe your current role/responsibilities.

Manage and coordinate the state of Delaware undergraduate STEM portfolio.

What skills are necessary for you to complete your job?

- Communication
- Organization
- Networking

How did you get your job (networking, job-listing, etc)?

Online search and networking

How long was your job search? One year**What is a typical starting salary in your field?** \$60000 - \$80000.**What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?**

- Networking
- Adjunct Teaching
- Serving on committees and boards

What advice would you give to someone who was interested in your career path?

Diversify.

SANDRA WOLINPanel: *Careers Options for Clinicians*

Chief, RNA Biology Laboratory
National Cancer Institute

sandra.wolin@nih.gov

What university is your highest degree from?

Yale University

What field/department was your highest degree in?

Medicine (M.D.) and

Molecular Biophysics and Biochemistry (Ph.D.)

What year was your highest degree awarded?

1985

Any other universities or degrees that you would like to mention?

A.B., Princeton University.

Describe your current role/responsibilities.

I was recruited to the National Cancer Institute to lead the newly established RNA Biology Laboratory. I also head by own research group. In this role I mentor and supervise postdocs, graduate students and staff scientists.

What skills are necessary for you to complete your job?

- Creativity
- Motivation
- Perseverance
- Managerial skills

How did you get your job (networking, job-listing, etc)?

I was invited to apply for the position.

What other experiences led to your success (such as additional training, volunteer experience, or classes/certifications)?

My training in both science and medicine.

What advice would you give to someone who was interested in your career path?

You must truly enjoy doing science, carrying out research and discovering new things.