

Taking the reins: Transitioning from PhD student to Associate Professor

Kimberly Vonnahme
Associate Professor
Department of Animal Sciences
North Dakota State University



You PASSED!!!



You PASSED!!!



Now What?!!



Where do I go from here?

- Post doc?
- Academia
 - More flexibility
 - Potential for longer term projects
 - Less available funding
 - Student training

Are you applying to the right place?

- Reflect prior to applying
 - Do the values of the institution match my values?
 - Are there sufficient resources in the department to do your job?
 - How big do you want your program?
 - What kind of colleagues do I want to have?
 - Happy
 - Interested in science
 - How will my research interests fit with those around me?

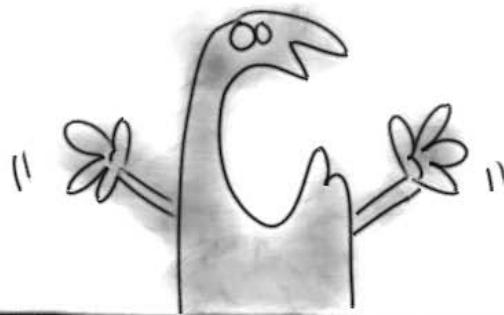
You landed the job!!



You landed the job!!



Now What?!!



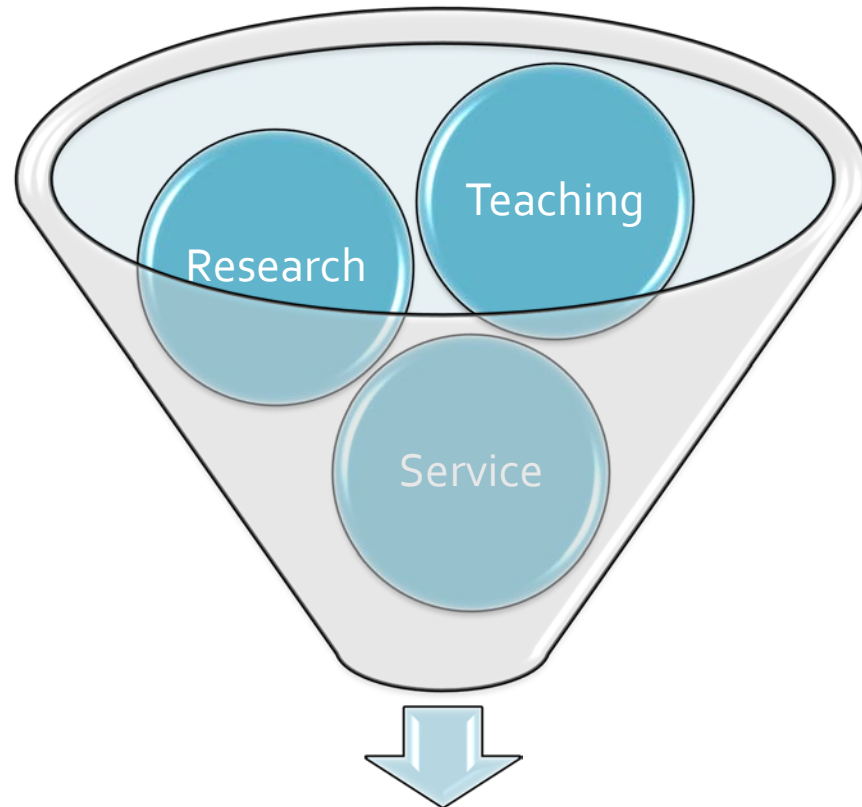
What makes a good program?

- Good science
 - If the science is good, people will be motivated
- Good timing
 - Prepare ahead
- Funding
 - Need to come up with ideas and sell them
- Smart and enthusiastic people to work with in your program/lab
 - Good people are a resource
- A leader
 - This is you!

My position

- 20% teaching
 - 2 formal undergrad courses/year
- 80% research
 - What was advised:
 - Average 3 peer review publications per year
 - One large grant- USDA or NIH
 - What I did:
 - 38 peer reviewed publications
 - 1.7 million in grant funds

What else goes into tenure?



Associate Professor

Tenure is just 6 short years away!

- Make a game plan– and WRITE it down!!
 - A renewed 2 year plan
 - What do you want to accomplish?
 - Funding
 - When are deadlines?
 - Grant
 - Abstract
 - Manuscripts– set these yourself!
 - What do you need to do when?
 - Look at it every month!
 - Share it with your lab.

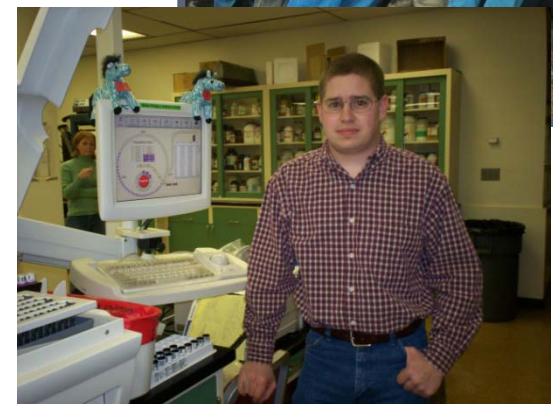
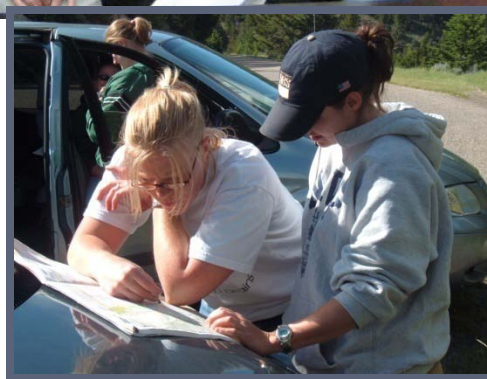
Collaborations



6 tidbits that have helped me...

- Surround yourself with good people
- Motivate those around you
- Find a mentor
- Begin your PTE document on your first day
- Manage your time
- Having it all!

Surround yourself with good people



Surround yourself with good people

- Mistake #1
 - All I need is a warm body to help get this done...
- Mistake #2
 - Rush to get a position filled
- Mistake #3
 - Not meeting people face to face
 - Finding the right fit

Finding good collaborators

- Good collaborators
 - Have an invested interest in a project
 - Are engaged in the project
 - Are willing to take/give criticism
- Bad collaborators/collaborations
 - Don't live up to their end of the deal
 - Are time consuming
 - Need to be ended – like a bad relationship

Motivate those around you



MOTIVATION

It's not that I'm lazy, it's that I just don't care.

How do you motivate?

- The hard part....
 - Everyone is different
 - Communicate what the program needs
- The reward
 - Outstanding data that gets everyone excited
 - When your people succeed, so do you!
 - Motivation for the next project!

Motivate those around you

- Communication is a must.
 - Students
 - Technicians
 - Herdsmen
- Celebrate the successes!!
 - No matter how small
 - Include the group

Find a mentor

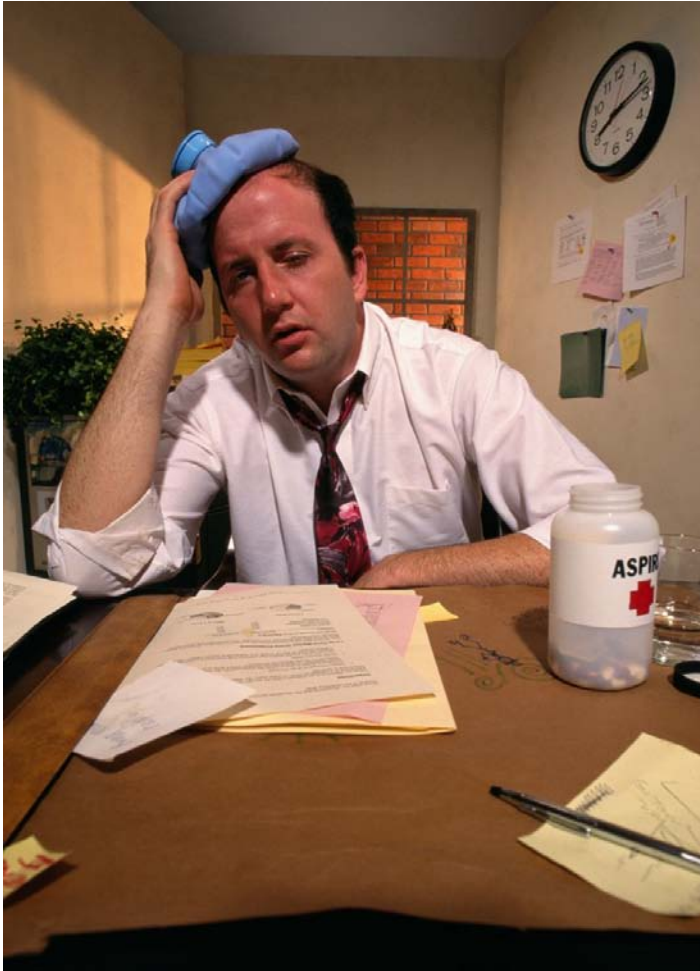


- Formal mentors
 - Assigned to you
- Informal mentors
 - Programs that you admire
 - Programs that are successful
 - Listen to their success stories (and those that failed!)

What do you want in a mentor?

- Success
 - Expert in their field
- Connections
 - Politically savvy, aware of more than good science
- Caring
 - S/he should be interested in mentoring you
- Integrity
 - A character you admire
 - An added bonus: a similarity in personal lives

Begin your PTE document immediately!



- MORE PAPERWORK?!
- The sooner you begin, the better.
- WRITE DOWN EVERYTHING!
- Keep a good calendar.

Manage your time

- This may be the hardest thing you ever try to master....
- Keep one calendar
 - Personal + professional
- Use every minute
 - 5 min
 - Update your PTE doc
 - 10 min
 - Answer an email
 - 15 min
 - Make a phone call



STOP PUTTING OUT FIRES!

	Urgent	Not urgent
Important	I	II
	Crises, personal and professional	Reading journals
	Pressing problems	Relationship building
	Deadline-driven project	Thinking and planning
Not important	III	IV
	Interruptions	Trivia, busywork
	Some mail/reports	Some mail/phone calls
	Administrative tasks	Web surfing

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Having it all....

- Having a successful program and a family can be done
- Choose your partner wisely

Remember

- Your PhD program has trained you in the areas that will guarantee success
 - Excellence in your field
 - How to interact with different people
 - Ability to gather and analyze data
 - Organize your studies and time
 - Confidence to act on intuition, integrity, and resilience!
- Continue to hone these skills!


You're TENURED!

NDSU

NORTH DAKOTA STATE UNIVERSITY

Office of the President
NDSU Dept. 1000
P.O. Box 6050

701.231.7211
Fax 701.231.8722



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... approved by the State Board of