Leaders talk about the job search- these are notes from Urmimala based on the panel by Steven Asch, Sandy Feng, and Chi-yuan Hsu. Many thanks to our speakers!

All errors are Urmimala’s, and not the speakers!

Objectives

- Establish the general landscape for faculty positions in July 2021
- Enumerate the effects of the pandemic on clinician-investigator positions
- Identify faculty position opportunities
- Delineate strategies for success

Questions for panel

1. Please introduce yourself- name and role
2. What have you been telling trainees about seeking faculty positions in the coming academic year?

UCSF training is a huge strength!

- Make your list of non-negotiables! (location, support, mentors)
  - compare apples to apples- some institutions give a lump sum, some guarantee some time period of protected research time, threshold of clinical time, space, admin/stats support

- Clinical work is the foundation of your professional world- even if you’re 20% clinical, if the patient care isn’t a fit, it won’t work.

- What is the fit between you and the institution where you are applying?
  - You should either have a K or realistic plan to write a K
  - You will do your best work if you are passionate about it
  - Find an mentor who can help you level the playing field- you will be reaching out to people who hire faculty for a living
  - Do your homework about your “market value”- do you have specific skills or a niche area?

- KNOW YOURSELF! WHY ARE YOU APPLYING FOR THIS JOB

- Tailor your message for each institution

- Understand where you are on the path, with a specific path for each institution.

- Imagine yourself there- this thought exercise is really important

3. How has the pandemic affected your thinking about hiring?
  - It’s not that different right now
  - People run a division like a business and there should be some buffer
- Be patient this year- the outlook is very uncertain- it’s hard to do decision-making this year

- How is the institution affected by the external environment? This is a stress test and is very telling

- People are hiring instructors more than assistant professors because it is a response to uncertainty