

Career Survival in Academia

Kathryn Tosney

Chair of Biology, Director of SEEDS,
Scientists and Engineers Expanding Diversity and Success
The University of Miami, Miami, Florida

Resources:

Learn to Lead a Lab

At The Helm: A Laboratory Navigator, by Kathy Barker

Learn how to Negotiate

Women Don't Ask, by Linda Babcock and Sara Laschever

Getting to YES: Negotiating Agreement Without Giving In, Fisher et al., 1991

Learn how to write clearly

The Science of Science Writing, Gopen and Swan, *American Scientist* 78: 550-558

Learn how to design effective posters

<http://www.bio.miami.edu/ktosney/file/PosterHome.html>

<http://www.ncsu.edu/project/posters/NewSite/>

Learn about promotion and tenure evaluations both at your institution and in general

<http://www.adept.gatech.edu/>

Learn about leadership, mentoring, recruitment, reading, NSF ADVANCE awardee sites

<http://sitemaker.umich.edu/advance/resources>

Individual activities:

Develop skills: negotiation, writing, speaking, posters, vitae construction, grantsmanship

Aim high: submit to best journal, think outside the box sometimes, write fewer but stronger papers

Become a valued member of your community: remember the purpose of meetings is to meet people

Develop networks, promote communication, seek multiple mentoring, seek help and help others

Increase your visibility: give seminars, interact with role models

Understand your system and how rules change at different stages of your career

At your institution, ask for *Best Practices*: practices that are transparent, uniform, accessible

Enjoy what you do: make time for play and for what matters, e.g., you and your family

Say NO: keep track of your commitments and prioritize, make science a priority daily

Plan and focus: make the doing of your research part of your daily plan, start writing a paper as

soon as you start the research, arrange your postdoc before you write your thesis, look ahead!

Resources, with a focus on women and minorities

Learn the History

Why So Slow? The Advancement of Women, by Virginia Valian

Beyond Bias and Barriers, National Academies Report, Donna Shalala

Learn methods for changing your climate

Transforming Science and Engineering: Advancing Academic Women,

by Danielle LaVaque-Manty, Abigail J. Stewart, and Janet Elizabeth Malley

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Links to sites on Women and Minorities in Science and Engineering

http://people.mills.edu/spertus/Gender/wom_and_min.html

Wiseli: Women in Science & Engineering Leadership Institute, Univ. Wisconsin-Madison

<http://wiseli.engr.wisc.edu/index.html>