

Academy for Future Science Faculty, Group II

July 21-23, 2012 - Chicago, IL

Saturday

Introductions and Orientation

2:00 - 3:30pm

Hughes
Auditorium

- Introductions of Coaches and Academy staff
 - The Big Picture of the Academies
 - Walk through the Agenda for the next 2 days
 - Introduction to the social science theories and principles that explain many of the unspoken processes and 'rules' that influence development as scientists – the theoretical underpinnings of the Academies
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3:30 - 4:15pm
Lurie Building
Atrium

Break – getting to know each other!

4:15 - 4:45pm

Hughes
Auditorium

Coaching Session 1: Introduction to the importance and tools for self-assessment, constructing short and long-term plans, and Individual Development Plans (IDP)

- Self-Assessment
 - Identifying short and long-term goals starting from the long-term and working backwards
 - Creating 1, 3 and 5 year plans and IDPs to achieve success in them
 - Homework – Self-Assessment to be accomplished before starting Sunday morning program
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4:45 - 6:00pm

Breakout Rooms

Coaching Group Meeting 1

- Getting to know your group and Coach
 - 2 slide 'elevator' introductions
 - Clarification of any questions on homework assignment
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6:00 - 7:00pm
Lurie Building
Atrium

Joint Social Mixer with Academy I students and Coaches

- Focus on meeting students and Coaches from the OTHER group
 - Academy II students – as you near the end of your PhD, what experiences, insights, 'ah ha's' do you have for Academy I students to facilitate their success during the PhD?
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7:30pm

Dinner in Coaching groups

Sunday

7:30 - 8:30am

Lurie Building
Atrium

Continental Breakfast

8:30 - 11:30am

Joint Academy I and II Coaching Sessions

8:30 - 10:00am

Hughes
Auditorium

Coaching Session 2: The core elements of NIH-style research proposals and using them to guide your research – Research proposals are your friends, not the enemy!

- Presentation and discussion - McGee
 - Introduction to NIH peer review processes – you must learn to write for reviewers
 - Decoding the types of research and training funding sources available
 - A walk through the sections of NIH-style research and fellowship proposals and what each needs to accomplish
 - The Rhetorical Patterns of Writing NIH-style proposals – the secret wink and handshake!
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10:00 - 10:30am

Break

10:30 - 11:30am

Hughes
Auditorium

Coaching Session 3: The roadmaps to academic careers – What a search committee looks for when they review applications for academic positions? Data to predict the future!

- Short presentation, Coaches Panel, Q & A
 - Start thinking about the ultimate goal now – you seldom succeed by accident in this business
 - Tenure-track, research intensive university
 - Non-tenure track, research intensive university – the growing niche
 - Teaching intensive college/university – including different levels of research expectation
 - Comprehensive university – a balance
 - The key intermediate steps, including the importance of postdoctoral choices and what you do with them
 - Building a professional network of colleagues – starting here
 - The balance between projects where you are solo or a few collaborators vs. multi-person team projects
 - Many more things to keep in mind and orchestrate
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11:30am
Lurie Building
Atrium

Box lunches to take to coaching groups

11:30am -
4:00pm

Coaching Group Meeting 2

Breakout Rooms

- Discuss any and/or all of the topics covered in the morning sessions
 - Individual/paired/group work refining your career plans and IDPs
 - Start and/or complete 1, 3 and 5 year plans + 2 year IDP
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4:00 – 4:30 pm

Break – everyone comes back to the full group

4:30 - 5:30pm

Coaching Session 4: Seeking and Designing Your Postdoctoral Position

Baldwin
Auditorium

- Short presentation, Coaches Panel, and Q & A
 - Insights and discussions about strategies/choices for postdoc positions
 - Importance of seeking as high a profile lab as possible if you are seeking a research-intensive faculty career
 - Staying in the same field vs. changing
 - Conscious plan to seek and achieve increasing independence
 - Assessing a PI and lab as a good environment – finding things out
 - Designing your postdoctoral experience for faculty positions with significant teaching
 - Getting started in a new postdoc group
 - How to prepare in advance
 - Getting started – through the lens of Communities of Practice
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5:30 - 6:45pm

“Stereotypes, Assumptions, Bias, Difference, Diversity, Discrimination: Realities of the ‘modern’ world of biomedical research communities” – led by Dave Stovall

Baldwin
Auditorium

- Biomedical research as a blended meritocracy and socially constructed system
 - Realities of how we all form opinions and make decisions on often spurious data filtered through cumulative life experiences
 - How this can lead to ‘success’ being much less merit and accomplishment-based than we like to acknowledge or recognize
 - Strategies for succeeding within the visible and invisible world of communities of practice to fit-in and be seen as a key insider while maintaining distinct identities and goals
 - Contributing to constructing of new norms and ‘realities’
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7:00pm

Dinner in Coaching Groups

9:00pm
Grey Seminar
Room
Lurie Building

**(Optional) Continuing and deepening the discussion on
difference and discrimination: A facilitated conversation led
by Dr. David Stovall, Associate Professor of Educational Policy
Studies, University of Illinois at Chicago**

Monday
7:30 - 8:30am
Lurie Building
Atrium

Continental Breakfast
check out of hotel before coming to the Academy meeting

8:30 - 9:15am

Baldwin
Auditorium

**Coaching Session 5: Taking control of your own
mentoring – Becoming skilled in the core skills of highly
effective mentoring relationships**
- Framed around core elements of effective mentoring relationships

9:15 - 9:45am

**Coaching Session 6: Choosing among research directions
as a postdoc and throughout a career**
- Short presentation, Coaches Panel and Q&A
- High risk/high reward vs. lower risk/reward
- Size of fish and size of pond
- Aligning research methods with resources available in different settings with
different expectations
- Establishing identity within a field – pros and cons of multiple identities
- Thinking consciously about creativity as it relates to scientific discovery

9:45am

Break and Move to Coaching Groups

9:45am-
12:00pm
Breakout Rooms

Coaching Groups

- Each group determines how to spend the last 2 hours
 - Develop plan for ongoing group meetings/communication over the next 6 months to be reassessed at that time
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12:00 - 1:00pm

Return to full group

Baldwin
Auditorium

- Box lunches
 - Final words
 - Evaluation
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