

## Academy for Future Science Faculty, Group II

July 21-23, 2012 - Chicago, IL

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### 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!

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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

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**Sunday**

7:30 - 8:30am

Lurie Building  
Atrium

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## Continental Breakfast

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8:30 - 11:30am

### Joint Academy I and II Coaching Sessions

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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

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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

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### Box lunches to take to coaching groups

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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**

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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**

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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**

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

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

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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

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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

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9:45am

**Break and Move to Coaching Groups**

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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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