

Re-energize your career

Derek Haseltine, M.ED.

Director, Research Career Development Program

Director, Office of Postdoctoral Scholars



UNIVERSITY *of* MARYLAND
SCHOOL OF MEDICINE





3rd Annual
**National Postdoc
Appreciation Week**



**List three (3)
accomplishments
from the past
year that you are
most proud of**



Re-energize your career



- ✓ Give your CV/resume a makeover
- ✓ Develop/add a new skill
- ✓ Polish your professional image
- ✓ Take advantage of “career development” opportunities
- ✓ Enhance your visibility

Fine-tuning your CV/resume

- ✓ Often, first form of communication with potential employer(s)
- ✓ One size DOES NOT fit all
- ✓ CV ≠ Resume



Academic CVs

SAMPLE CV

Curriculum Vitae Name, degrees

Assistant Professor, Department of (official department name)
University of Maryland School of Medicine (or current institution)

Date August 1, 2008

Contact Information

Business Address: Department of xxxxx
Street address, Room number
City, State zip code
Business Phone Number: (410) 999-9999
Fax: (410) 999-9999
Email: email address
Foreign Languages: French (working knowledge)

Education

1999 B.S. Biology, Princeton University (Magna Cum Laude)
2000 M.D. University of Arizona School of Medicine
2001 Ph.D. Neuroscience, Columbia University, Thesis Advisor – name
"Title of thesis" (optional)
2002 M.P.H. Johns Hopkins School of Public Health, Epidemiology

Post Graduate Education and Training

9999 - 9999 Internship Institution Name
9999 - 9999 Residency Orthopaedic Surgery, Institution Name
9999 - 9999 Fellowship Neurology, Institution name

Certificates

9999 Diplomat, National Board of Medical Examiners
9999 Diplomat, American Board of Psychiatry and Neurology

Medical Licensures

Inactive California
Inactive New York
Active Maryland

- **Follow a recommended APT format**
- **UPenn:**
<http://somapps.med.upenn.edu/fapd/documents/ckevgr.pdf>
- **Maryland**
http://medschool.umaryland.edu/academicadmin/cv_format.asp
- **UCSF**
<http://senate.ucsf.edu/facultyhandbook/FacultyHandbook-UCSF.pdf>

Make your CV/Resume stand out

- ✓ Concise overview of your research
- ✓ Accomplishment focused
e.g., completed projects, impact on your field, quantify research output
- ✓ Showcase skills
e.g., technical & transferable
- ✓ Include relevant non-academic experience



Example:

Jane Doe, PhD

555 W. Baltimore Street, Baltimore, MD 21202

Email: jdoe@som.umaryland.edu

Phone: 410-555-5555

EDUCATION

- 2009 **PhD, Neuroscience**, University of Maryland School of Medicine, Baltimore, MD
2004 **BS, Biology**, *Magna Cum Laude*, Penn State University, State College, PA

EXPERIENCE

- 2009-present **Postdoctoral Fellow**, Department of Physical Therapy
University of Maryland School of Medicine, Baltimore, MD
- Received individual NIH postdoctoral fellowship (\$104K, FY 2010- 2011).
Proposal ranked in the top 4 percentile on 1st submission
 - Investigated impact of voluntary muscle activity following traumatic brain injury (TBI)
 - To date, research has resulted in 2 conference presentations and 1 first-authored publication
 - Initiated and organized successful journal discussion group for postdocs and junior faculty
 - Supervised and trained 2 PhD students on various techniques

Example:

Lifelong Scholar, Ph.D.

Most Prestigious University School of Medicine
2011 Nobel Prize Drive
Best City, USA 55555

QUALIFICATIONS

- Molecular biologist with 10+ years experiences in roles of increasing responsibility, spanning academic and pharmaceutical sectors
- Reliable team-player with proven ability to meet deadlines and produce in a fast-paced multi-disciplinary research environment
- Technical expertise: cloning and DNA analysis, making and handling DNA libraries, DNA sequencing and analysis, targeted gene knockouts, RNAi in mammalian cells
- Fundamental understanding of drug development process with coursework in Business Development and Finance

Common CV/resume mistakes

- **Technical overload**

The document is written to showcase your expertise. Unfortunately, you are the only one that can understand it.

- **Unnecessary text**

This is not a grant application or *War and Peace*. The reader does not need detailed info about every single method employed.

- **Unprofessional formatting**

Section headings are not clearly labeled, fancy symbols, double indentations, inconsistent text, etc.



Jane Doe
999 West Street, Baltimore, MD
jdoe@som.umaryland.edu
410-555-5555

Objective

- Highly motivated biomedical research scientist seeking additional research experience to build upon education and past training. I am young and energetic and willing to fully commit my time and efforts to the successful completion of a project.

Education

- MS, Biotechnology, University of Baltimore, 2010-current
 - I have completed courses in Molecular Biology, Bioinformatics, Bioprocessing, Microbial Biotechnology, Cell Biology
 - Current G.P.A. 4.0/4.0
 - Currently conducting independent research at the University of Maryland School of Medicine with Dr. Nobel
- BS, Biology, Towson University, Towson, MD, 2004-2009

Research Training

- University of Maryland School of Medicine, Baltimore, MD, current
Comparison of antigens from *H. pylori* and *H. felis* for the activation of toll-like receptors:
 - In the present study, I assessed two in vitro models to investigate the mechanisms of *H. pylori* pathogenesis. HEK cells transfected with plasmids for the expression of TLR2 or TLR4 were stimulated with either bacterial lysate or purified LPS to assess which TLR are the dominant signaling mechanism and to determine if indeed LPS is capable of stimulating through TLR2 as suggested by others. Stimulation was measured using a colorimetric assay for the detection of alkaline phosphatase under the NF- κ B promoter. We determined that *H. pylori* lysate predominantly signals through TLR2 but that the purified *H. pylori* LPS has no ability to signal through this receptor. We determined that *H. pylori* lysate predominantly signals through TLR2 but that the purified *H. pylori* LPS has no ability to signal through this receptor. We now demonstrate that while crude lysates of *H. pylori* are potent activators of TLR2, purified *H. pylori* LPS fails to activate TLR2. Thus, the *H. pylori* LPS lacks activity and may contribute to the bacteria's ability to persist in the gastric mucosa by limiting the inflammatory response.

General CV/resume formatting tips

- ✓ 1" margins
- ✓ Times or Arial text
- ✓ Bold and underline section headings
- ✓ >10.5 font size
- ✓ Have others outside your lab/field proofread -
great networking opportunity

Add a new skill to
your toolkit



Develop a new skill

Section II of CHOP Postdoc Annual Review:

What are your professional training plans (course work, teaching activity) for the up-coming year?

- ✓ Further differentiate yourself from the competition
- ✓ Opportunity to “get your feet wet”
- ✓ May materialize into job prospect or new position

True stories

- ✓ **JHU grad student** → press releases at communication's office → writing portfolio → co-developed new class for graduate school → Media Relations @ National Academies
- ✓ **JHU postdoc** → guest lecture (PUI) → mentorship on curriculum development → adjunct faculty → tenure track faculty position at PUI
- ✓ **UMB postdoc** → info interview @ TechTrans → intern (5hrs/week) → FT job @ TT
- ✓ **CHOP's very own Dr. Williams!**

Opportunities abound


- ✓ **Research** - *new technique, grant writing, CHOP science writing seminar*
- ✓ **Teaching** - *community college, national lab day*
- ✓ **Public speaking** - *Toastmasters, science museum*
- ✓ **Leadership & Policy** - *professional society, NPA, National Academy of Science fellowship, "Hill Days"*
- ✓ **Research Administration** - *CHOP fellowship*

Polish your professional image









Ever Googled yourself?

Web Images Videos Maps News Shopping Gmail more ▾



About 286,000 results [Advanced search](#)

 **Everything**
 Images
 Videos
 News
 Shopping
 More

[Show search tools](#)

[Contact Us: Career Development: University of Maryland School of ...](#)
Derek Haseltine, M.Ed., Director for Research Career Development, develops and teaches various ... **Derek Haseltine's** email: dhaseltine@som.umaryland.edu ...
[medschool.umaryland.edu/career/contact.asp](#) - [Cached](#) - [Similar](#)

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[www.linkedin.com/in/derekhaseltine](#) - [Cached](#) - [Similar](#)


[Welcome to Johns Hopkins University School of Medicine Graduate ...](#)
Professional Development Office (PDO). Donna Vogel, M.D., Ph.D. Director 410-502-2804.
Derek Haseltine, M.Ed. Program Coordinator. [jhmipto@jhmi.edu](#) ...
[www.hopkinsmedicine.org/.../resources_pdo.cfm](#) - [Cached](#) - [Similar](#)


[AAAS - AAAS News Release - "Young Job-Seekers Learn Top Tips ...](#)
Oct 15, 2008 ... In a joint presentation, Mark Presnell, director of the career center at Johns Hopkins University, and **Derek Haseltine**, assistant director of the ...
[www.aaas.org/news/releases/2008/1015career_fair.shtml](#) - [Cached](#) - [Similar](#)

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Stereograph is born!.. Members ..Tom LoMacchio - Vocals... **Derek Haseltine** - Drums...
..Matt Brennan - Guitar....Marc Haseltine - Bass.. Influences ..The Hated. ...
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About 18,100 results [Advanced search](#)


 Everything

 **Images**

 Videos

 News

 Shopping

 More

Any size

Large

Medium

Icon

Any type

Face

Photo

Clip art

Line drawing

Any color

















Full color

Black and white

Any time

Past week

[Reset tools](#)

 <p>and Derek Haseltine 350 × 231 - 19k - jpg aaas.org</p>	 <p>Derek Haseltine 80 × 80 - 2k - jpg linkedin.com</p>	 <p>Derek Haseltine 175 × 219 - 7k - jpg medschool.umaryland.edu</p>	 <p>Derek Haseltine 80 × 80 - 4k - jpg linkedin.com</p>
 <p>Derek Haseltine 80 × 80 - 2k - jpg linkedin.com</p>	 <p>Derek Haseltine Discography 50 × 49 - 2k - jpeg discogs.com</p>	 <p>Derek Haseltine Discography 50 × 44 - 2k - jpeg discogs.com</p>	 <p>Derek Haseltine - Drums 34 × 24 - 1k - jpg superfm.com.pl</p>
 <p>Derrick Haseltine. Title: --; Demographic info: Baltimore, Maryland Area 80 × 80 - 2k - jpg linkedin.com</p>	 <p>derek haseltine 135 × 113 - 5k 123people.com</p>	 <p>Jessica Haseltine (Abilene) 1800 × 1350 - 516k - jpg astrobiology.gsfc.nasa...</p>	 <p>Derek and friends at the 1275 × 1752 - 160k - jpg polaris.umuc.edu</p>
			

Don't like what you see?



Ungoogle yourself &
prevent unflattering info about yourself on the Internet

<http://www.wikihow.com/Ungoogle-Yourself>

Polish your professional image

Interpersonal communication

✓ **Business cards**

✓ **General introductions**

✓ **No-verbal communication
(i.e., handshake, eye contact)**

✓ **30 second/elevator pitch**



Self-marketing (elevator) pitch

- ✓ A loose outline you can utilize to promote yourself
- ✓ Where you will use:
 - ✓ Networking
 - ✓ Job search correspondences
 - ✓ Interviewing



Self-marketing pitch

- ✓ Who are you?
- ✓ What are you currently doing and why is this important?
- ✓ What are your skills? Strengths?
- ✓ What are your interests?



Putting it all together

Hi, I'm Derek Haseltine- no relation to Dr. Haseltine from HGS. I'm the director for research career development and co-director of the postdoc office at UMB. My background is in educational psychology, so the majority of my work involves working with both faculty and fellows on a variety of career-related issues.

I'm currently exploring ways we can enhance our grant writing training programs. Last spring we piloted a mock review study with our Epidemiology department. I'm looking to expand this at the institutional level. I'm curious to see how other institutions address this. Do you have any experience managing a program like this, or thoughts on how we might carry it out?

Polish your professional image

Interviewing

- ✓ Don't wait until you land an interview to hone your craft
- ✓ Interviewing is a learned skill...practice, practice, practice!

Vague questions:

“Tell me about yourself.”

Tough questions:

“What are your weaknesses?”

“What are your salary requirements?”



Take advantage of “career development” opportunities



Join professional societies

- ✓ Low cost for students and postdocs

Career Development/Exploration resources

- ✓ Job boards
- ✓ Career related articles, webinars, etc.
- ✓ Local events
- ✓ Mentoring

Career Activities @ Professional Meetings



PROFESSIONAL DEVELOPMENT SESSIONS (November 2011)

- Careers Beyond Academia
- Professional Skills Workshop The Secret to Success: How to Convey a Professional Image
- Careers Away from the Bench
- Become an Engaged Member: Volunteer Opportunities with SfN

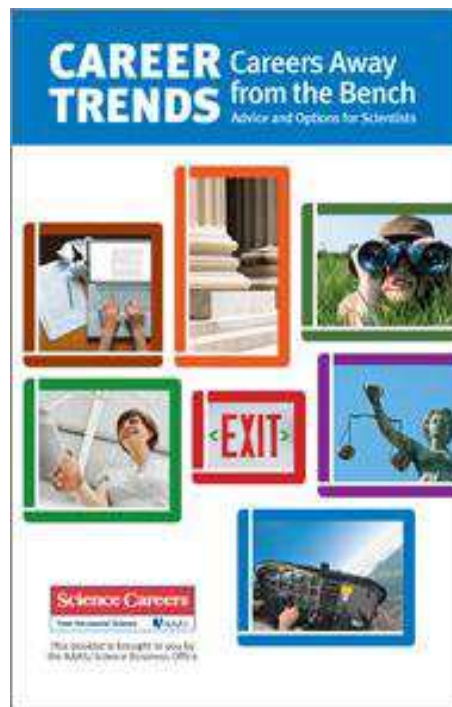
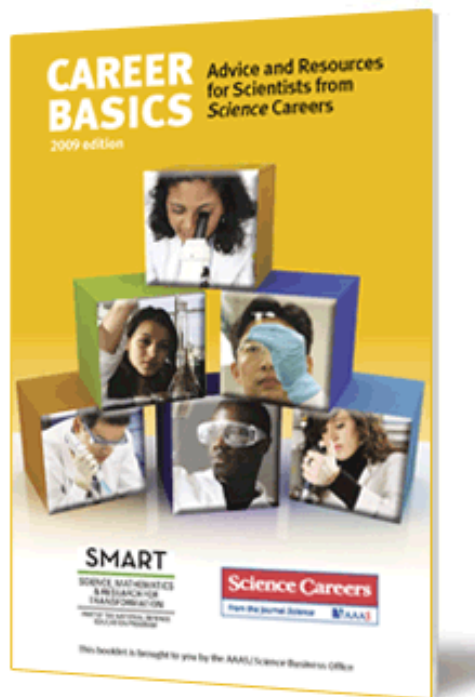


PROFESSIONAL ADVANCEMENT SERIES SESSIONS (April 2011)

- Careers in Clinical and Translational Cancer Research Roundtable
- Career Mentoring Session
- Navigating the Road to a Successful Career in Cancer Research
- Securing a Faculty Position: Building a Competitive Portfolio and Landing the Job
- Translational Research: Where Do You Fit In and What You Need to Succeed!

ScienceCareers.org

We know science



FREE

- ✓ Career profiles
- ✓ Career advice
- ✓ Podcasts
- ✓ Webinars
- ✓ Employer profiles
- ✓ Job bank
- ✓ Career forum

Additional career resources

TheScientist | CAREERS

naturejobs.com

Blogs:

www.biojobblog.com

phd-onthefence.blogspot.com

bitesizebio.com

Simple

Things you can do NOW

- ✓ Talk to anyone and everyone
- ✓ People love to talk about themselves, particularly to students/trainees. Ask for informational interviews:
 - **Job search strategies, interviewing advice, etc**
 - **“What’s it really like?”**
- ✓ Always leave new contacts with a copy of your resume

Enhance your visibility

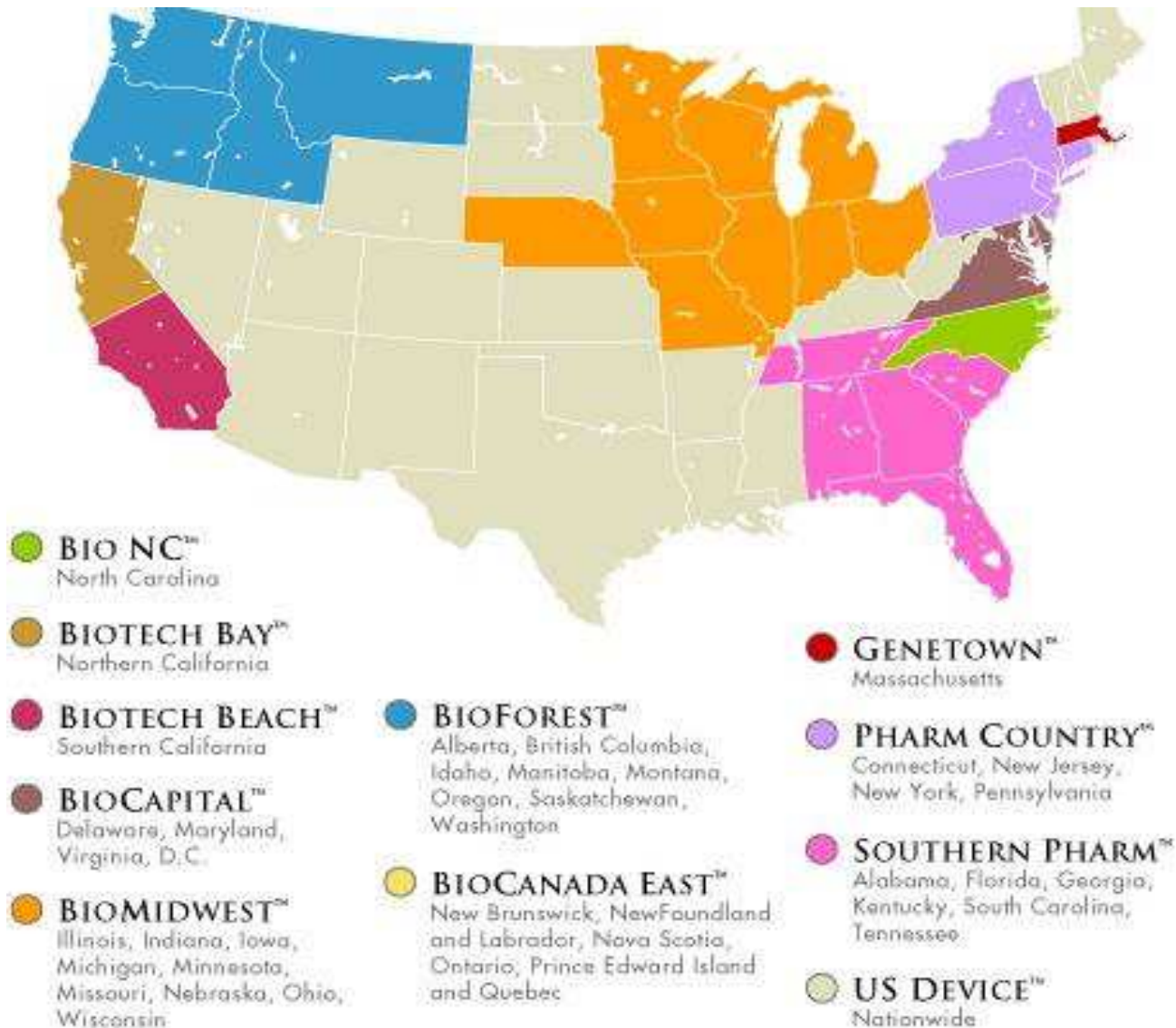
“As a researcher you have two jobs- one is to do good research, the other is to build a community around your research topic”

- Philip Agre, associate professor of information studies @ University of California, Los Angeles (The Scientist, 6 March 2000)

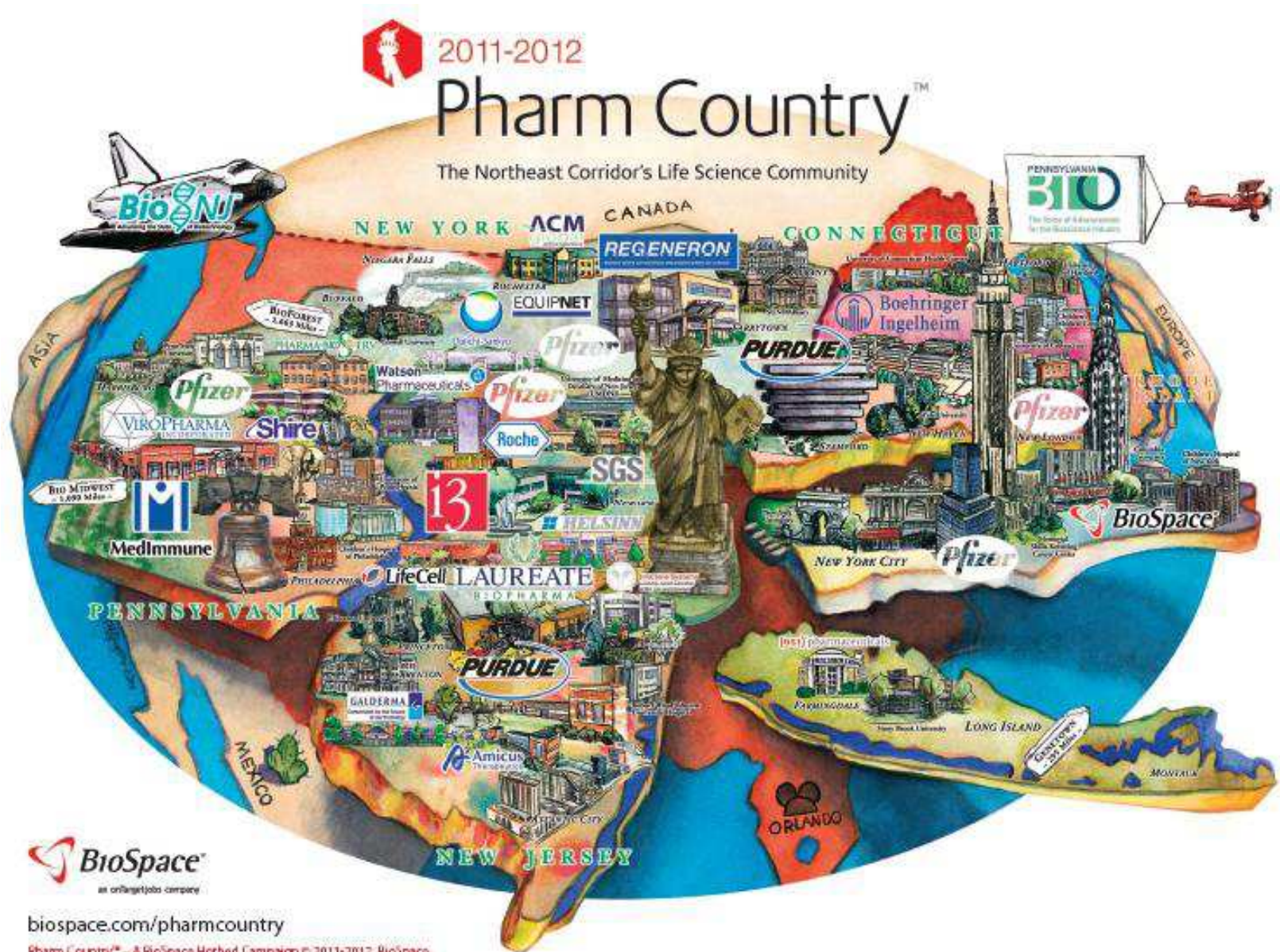


Life Science Industry Clusters (Hotbeds)

Source: Biospace.com



Get connected locally

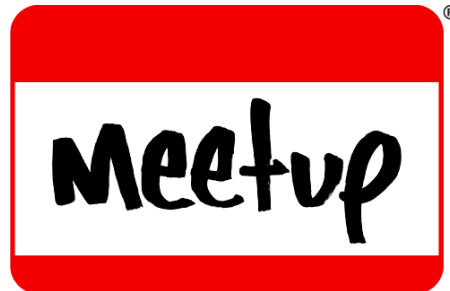


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biospace.com/pharmcountry

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Get connected locally



Or, start your own group!

Social networking

A June 2010 study by Jobvite revealed that 73.3% of surveyed companies turn to social networking sites to recruit and hire new employees.

- Forbes, June 15, 2010

LinkedIn adds new members at a rate of 1.2M per month, or 1 new networked every 2 seconds.

- International Herald Tribune, August 14, 2008

Facebook become the most visited website in 2011.

- Huffington Post, June 24, 2011

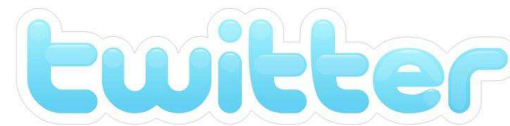


Thank You!

Questions?

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