

2010 AACCP MEETING

HOW TO GET YOUR FIRST JOB IN ACADEMIA?

**PERSPECTIVES OF A CHAIR
OF DEPARTMENT OF PHARMACEUTICAL SCIENCES
AND A PHARMACISTS/RESEARCHER**

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OUTLINE

- **Introduction**
- **Types of faculty appointments**
- **Faculty hiring process**
- **Concluding remarks**



**Know where to find job
advertisements.**



INTRODUCTION

○ Where faculty positions are advertised?

American Association of College of Pharmacy

- www.aacp.org/career/careercenter

Chronicle of Higher Education

- <http://chronicle.com>

HigherEdJobs

- www.higheredjobs.com

Institutional websites



**Prepare yourself
for pursuing
a faculty position.**



INTRODUCTION — CONT.

- identify your passion
- understand academic pharmacy
- understand the nature of higher education
- critically examine the institution(s)



TYPES OF FACULTY APPOINTMENTS

○ **Disciplines** (basic)

- pharmacy practice/clinical sciences
PharmD
- pharmaceutical sciences
PhD, PharmD/PhD
- social and administrative sciences
PhD



TYPES OF FACULTY APPOINTMENTS — CONT.

- **Types of faculty:**

- principal (full time)
- non-principal (part-time, voluntary)

- **Tracks**

- tenure track
 - for principal and non-principal faculty
- non-tenure track
 - for non-principal faculty



TYPES OF FACULTY APPOINTMENTS — CONT.

○ Ranks

- Assistant professor
- Associate professor
- Professor

If on non-tenure track:

- Instructor
- Adjunct/Joint/Clinical (e.g. Assistant professor)



FACULTY HIRING PROCESS (OUTLINE)

new position or vacancy

search committee

position advertising

review of applications

selection of candidates for interview

interview

recommendations (committee, chair)

job offer

hiring



FACULTY HIRING PROCESS — CONT.

o Advertisement

type of appointment (track, rank)

required qualifications

preferred experience/skills

application materials (requested)

information about institution

contact information and address

website link

Analyze, investigate, get additional information, clarify, etc.



**Carefully prepare
required
application materials.**



FACULTY HIRING PROCESS — CONT.

○ Application materials

cover letter

curriculum vitae

statement of teaching philosophy

statement of research interest(s)

recommendation letters

(or contact information for references)

Avoid: mistakes in the text, attaching copies of published papers, full/parts of grant proposals, etc.



**Be well-prepared
for
job interview.**



FACULTY HIRING PROCESS — CONT.

○ Interview

- Have a good knowledge about department, college, university, faculty, administrators, etc.
- Prepare and deliver impressive seminar
- Dress and behave like a professional
- Be positive and energetic
- Provide clear answers to questions
- Prepare a list of questions for you to ask
- Be yourself



FACULTY HIRING PROCESS — CONT.

○ What an interviewer looks for in a candidate for a faculty position?

- Previous accomplishments and experience
- Communication skills (verbal, nonverbal)
- Good fit of qualifications for programmatic needs (teaching and research)
- Appropriate personality/character
[passionate, independent & self-directed, motivated, inquisitive, persistent, adaptable, resourceful]
- Strong potential to succeed



**Be prepared for your first
job in academia;
get excellent
post-graduate education
and training.**



FACULTY HIRING PROCESS – CONT.

- Department chair's justifications for hiring a new faculty member – Example 1.

(...) reasons: (1) his teaching experience prepared him to undertake the scope of teaching responsibilities in physiology and pathophysiology in our curriculum, (2) he has solid research training, has been engaged in a high-quality, well-focused research program, has good published data on an attractive research that can lead to drug discoveries, has solid research plans that have relevance to research interests of some faculty members at the Department, and (3) he has interest and excitement about performing independent research and teaching students. (...)



FACULTY HIRING PROCESS – CONT.

- Department chair's justifications for hiring a new faculty member – Example 2.

(...) In my opinion, Dr. ___ has strong credentials as a junior researcher and teacher and will make many valuable contributions to the education of pharmacy students, the future graduate program, and research in the Department and College. His research interests and expertise will allow him to actively participate in many collaborative research projects in the Department, College, HSC, and nationally. In my opinion, Dr. ___ is well-qualified to assist the Department and the College in the development of high quality curricular and research programs.(...)



CONCLUDING REMARKS

Why to pursue your first job in academic pharmacy?

- being a pharmacy faculty is a great career; challenging but very rewarding with an impact on the future of pharmacy profession,
- opportunities in academic pharmacy are endless; academic focus can be changed over time,
- there is an impending and growing shortage of pharmacy faculty (in 2010 – 1018, in 2015 – 2228).

THANK YOU

