2010 AACP 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](http://www.aacp.org/career/careercenter)
- Chronicle of Higher Education
- [http://chronicle.com](http://chronicle.com)
- HigherEdJobs
- [www.higheredjobs.com](http://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.

- 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.
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
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.
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. (…)
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