



The Importance of Mentors and Networking

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Advisors

- Their roles in your academic development and in networking
- What are their roles in your career development/job search process?
- What about other faculty/administrators in your department/school?
- Do you always take your advisor's advice?
- My major professor

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Mentors

- Advisors = Mentor? T/F
- Who are your mentors?
- Make a list
- Should you include only individuals from your school?
- How many should you have?
- What are your expectations of mentor(s)?

Networking

- The goal is “not to use people in a one-way exchange, but to engage in a mutually beneficial relationship” (Vick and Furlong 2008)
- Relationship marketing versus transactional marketing

Networking – Suggestions

- Attendance at local, state, regional, national meetings is critical (attendee vs presenter)
- Discipline-specific sections
- Committees
- Finding similarities and differences
- Market yourselves (develop niche)
- Target individuals (have a plan, schedule)

Social Networking Sites

- Facebook, Twitter
- AACP Facebook Group
- Should you participate in this?
- Will your future employer view your profile?



Communication

AS, a 23 year-old fourth-year pharmacy student applies for a PGY-1 residency. Assume AS is extremely qualified and her academic record is very impressive. In her initial communication with the residency director, AS sends the following email:

Communication

hello
my name is AS and i am a 4th year pharmacy student at sooner university. i have been looking into your residency program and am very interested. i have a few questions to ask if that is ok

1. will you be attending ashp's midyear conference in december and what booth # and time will you be there?
2. is that a contact # of a current or past resident i can talk with about your program?
3. do you go through the match process?
4. is there any information you can send me concerning your program?

thank you and i look forward to meeting you in the future AS

Taking Initiative

- Be proactive in career development/job search
- Develop relationships with as many people as you can
- Do NOT be afraid to reach out and contact people who are distinguished in their area(s) of expertise
 - What is your intent/purpose?

My Own Experience

- 2 of my 3 jobs in academia (6 yrs) were the DIRECT result of networking
- Initial interaction rarely job-related
- Matching my strengths (mentioned in earlier presentation) with those of the institution
- Examining the leadership styles and values of administrators and comparing to my own

Reasons for Joining Academia

- Why are you interested in a career in academia?
 - Teaching, scholarship, service
- What are your expectations? Are they realistic?
- Are you nervous/scared about graduate school or a residency?
- Quality of work life, salary, flexibility, variety

Pearls of Wisdom

- Develop a list of short and long-term goals
- Create a plan for achieving these goals
- Be open to new opportunities (avoid having the plan filled in completely)
- Everyone has something to contribute
 - What do you want to contribute? We need you!
- Do not be afraid to ask questions/seek advice
- Enjoy the journey!

Other Valuable Resources

- Bain K. *What the Best College Teachers Do*. Harvard University Press: Cambridge, Massachusetts (2004).
- Evans RL, Jr., Magarian EO, Meyer SM, Smith GH, Zanowski P. *Academic Life Series – A Guide for Prospective Faculty*. American Association of Colleges of Pharmacy (2009).
- Hoffman B. *Academic Life Series – Mentoring: On Having One and Being One*. American Association of Colleges of Pharmacy (2009).
- Vesilind PA. *So You Want to Be a Professor: A Handbook for Graduate Students*. Sage Publications, Inc: Thousand Oaks, CA (2000).
- Vick JM, Furlong JS. *The Academic Job Search Handbook*. University of Philadelphia Press: Philadelphia, PA (2008).
- <http://www.aacp.org/career/facultyrecruitment/Pages/default.aspx>
(accessed June 28, 2009)
