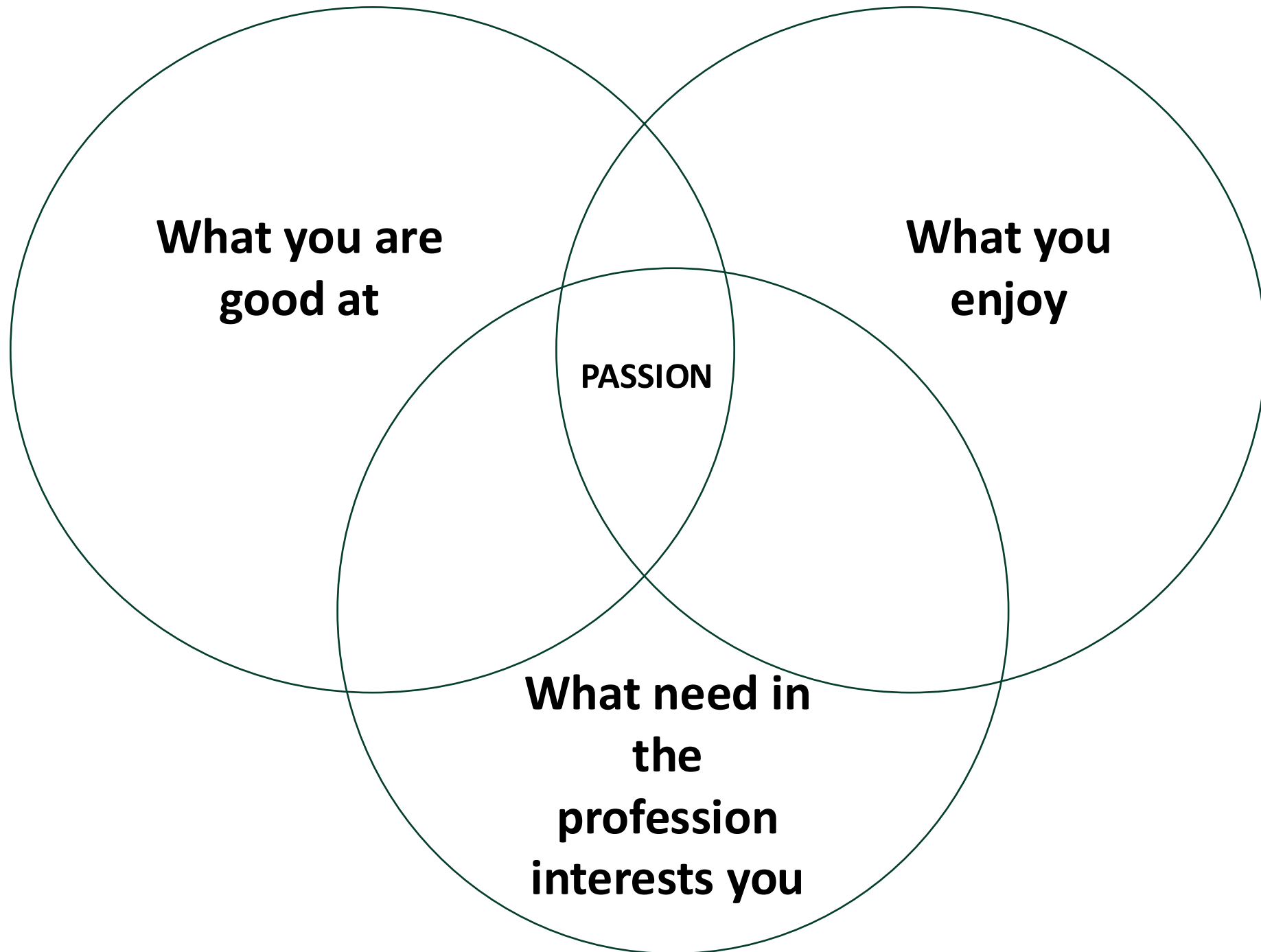


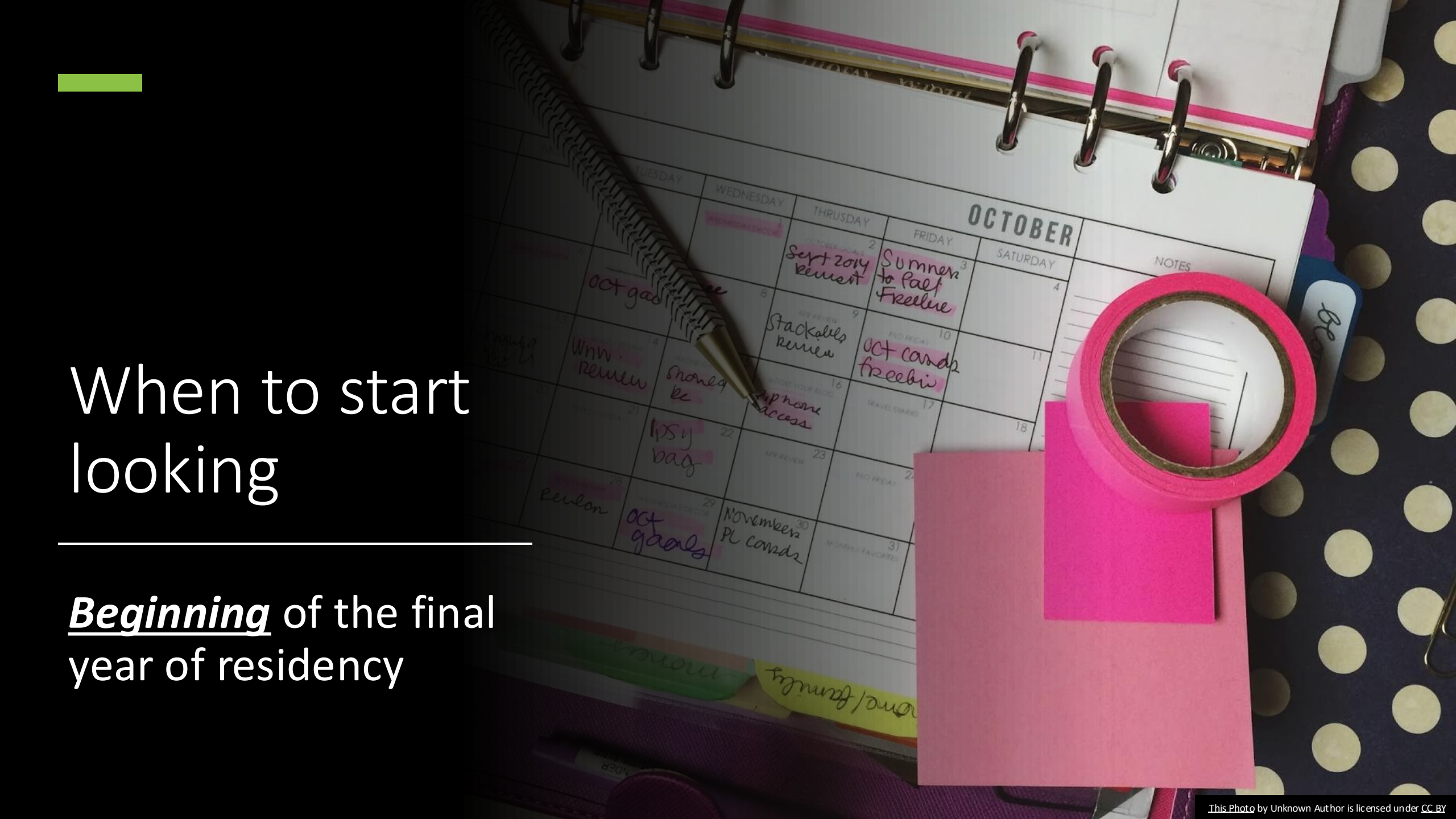
Finding your place in academia

Emily J Reppert DVM, MS, DACVIM

Professor, Kansas State University

Livestock Services



A spiral-bound calendar is open to the month of October. The calendar has handwritten notes in various colors. A roll of pink tape is placed over the right side of the calendar. A pen is resting on the calendar. The background is a dark surface with gold polka dots.

When to start looking

Beginning of the final year of residency

Position announcement posted

~ 1 month



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

Committee review of applications

~ 1 month



This Photo by Unknown Author is licensed under [CC BY-NC](#)

Candidate's interviewed

~ 2-3 months



This Photo by Unknown Author is licensed under [CC BY-SA](#)

Job offered

Announcement to offer ~ 6 months



Search 665 Veterinary Internal Medicine Jobs

Keyword(s) e.g. Internist Locum

Location e.g. Denver

Browse Jobs By:

Practice Area

Location

Small Animal 388

Large Animal 5

Cardiology 132

Neurology 65

Nutrition / Metabolism 9

Oncology 133

Other 30

[View All >](#)

Where to find job announcements

- **Residency advisor**
- **Department head**
- **Job boards**
 - AAVMC
 - AVMA
 - Specialty website
- **Academy of veterinary educators**
- **Chronical of higher education**
 - www.jobs.chronicle.com
- **Academic keys**
 - www.vetmed.academickeys.com

General comments regarding the job announcement

- 1st exposure to future employer
- Description may appear very specific
- Announcement **is not** always a fixed set of criteria determining who will be hired
- Identification of which departments are committed to the specifics in the job announcement is **IMPOSSIBLE**



Position types

- Clinical instructor
- Research fellowship
- Teaching track faculty
- Clinical track faculty
- Tenure track faculty

Prior to application

- Discuss and gather input from mentors regarding which jobs you should apply
- Identify 'good' references*
 - Attest to work ethic, skills and achievements
- Notify all references to jobs you are applying
- Apply only to jobs that you would take

Stages of interviews

- ZOOM screening of subset of applicants
 - Short duration
 - Canned questions
 - Determine who to invite for on-site interview
- On-site in person interview

On-campus interview process

- ~1.5 - 2 days
- Long days → early start
- Meals (breakfast, lunch, dinner) with search committee and department head
- Appointments with the following:
 - Search committee
 - Department heads
 - Department faculty (small animal, large animal, special services etc.)
 - Deans
- Tour of facility
- Presentation

Your 'presentation' can make or break the interview

- Body language
- Manners
- Interaction with support staff
- Demonstrate your ability to be interesting, collegial & productive
- Engage your audience

Demonstrates Self-Awareness*

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

- Tell me about sharing one of your weaknesses with someone else.
- Tell me about a time when you had to admit to your boss that you weren't very good at something.
- Tell me about a time you made a change after receiving positive feedback.
- Tell me about a time when your understanding of your strengths or weaknesses was helpful to you.
- Describe when or where you learned the most about your strengths and weaknesses.
- Tell me about a time a performance review did not go as well for you as you had expected.

Competency assessment

Standard set of questions to measure skills and behaviors that contribute to workplace effectiveness and career success.

Prepare to answer the following questions

Most important question:

WHY do you want to work specifically at that **institution?**

- *Inappropriate* answers
 - I love Colorado
 - My resident mate works here
 - The cost of living is low
 - This was the only job available
- *Appropriate* answers (specific to the JOB)
 - The types of cases
 - The specific research opportunities

Interview resources

<https://www.unf.edu/uploadedFiles/sa/career-services/Etiquette-12-4-14.pdf>

Dining Interview Etiquette

<https://hwpi.harvard.edu/files/ocs/files/gsas-cvs-and-cover-letters.pdf>

Harvard University, CV and Cover Letter's Advice



[K-State home](#) » [Career Center](#) » [Students](#) » [Resumes and CVs](#) » [Create CV](#)

Career Center

Institution Career Center

Pre-application checklist

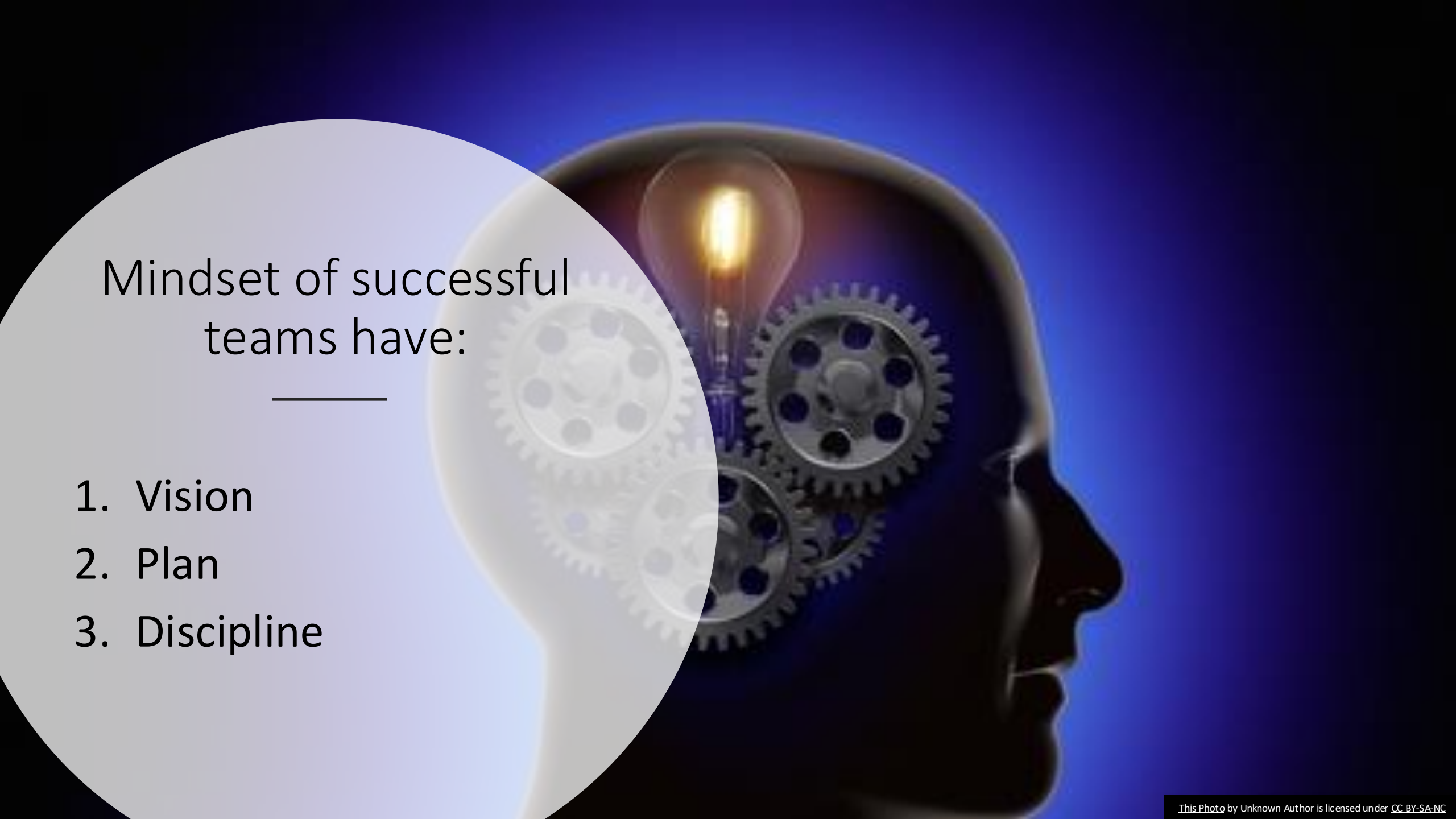
- ☐ Review available jobs with mentor
- ☐ Identify and contact references
- ☐ Submit CV and letter of intent to career center or other professional for review

Pre-interview checklist

- ☐ Discuss, review and present oral presentation to mentors
- ☐ Prepare answers to competency-based questions
- ☐ Assemble questions for institution
- ☐ Participate in mock interview
- ☐ Review current faculty
- ☐ Browse institution website
- ☐ Understand advertised mission of the institution

Post interview checklist

- ☐ Compose & send thank you letter/email to department head & search committee
- ☐ Inquire as to when you should expect to receive hiring notification from the institution
- ☐ Respond to offer within 2 weeks



Mindset of successful
teams have:

1. Vision
2. Plan
3. Discipline



**What is the department
head's vision for the
section?**



**What is the vision of the
section?**



Asking the right questions

Department Head/Administration Questions

1. What is the on-boarding process for young faculty?
 - Mentor groups (formal/informal)
 - Peer review of teaching
2. What support staff is available for clinical and research activities?

Section Head/Section Questions

1. How often does the section meet?
2. How many new lectures are new faculty expected to generate?
 - Over what time frame?
 - Will there be specified dedicated off clinics time to generate lecture materials?
3. How is the clinic service and emergency schedule created/determined?
4. What are the specific needs of the section?



Things that residency cannot teach us...

1. Instant responsibility of being the “expert”
2. Newness of EVERYTHING
3. Time needed to develop clinical and professional confidence

Prepare for the newness of the 4 “P’s”

- Personnel
- Procedure
- Physical space
- Patients

General principles of a new job

1. No job is a perfect fit...in the beginning
2. You must be willing to change (to some degree) to make the job a good fit
3. Rarely is one change all that is required to make a good fit
4. *A series of small changes* over TIME (~2-5 y) culminates in a great job fit

Understand your area of responsibility

- Understand your job description (what do those percentages mean?)
- Read the faculty handbook
 - <https://www.k-state.edu/provost/deptdocs/vet/clinical/documents/clinicalsciencesdeptdocs-2020.pdf>
- Engage with mentor group
 - Develop a plan for achieving promotion
 - Identify opportunities to strengthen weaknesses
- Identify “unofficial” mentors
 - “Blow-off” steam
 - Provide professional guidance
 - Navigate different personalities/understand local politics

Navigating faculty politics

- Know your boss
 - Department head
 - Dean
- Familiarize yourself with senior faculty
- Identify faculty “friend” at similar stage of career
- AVOID faculty gossip

Consistent communication is critical for
successful collaboration



Research collaboration

- Identify people with similar research interests
- Funding opportunities
- Navigating the research process
 - IACUC
 - Ordering supplies

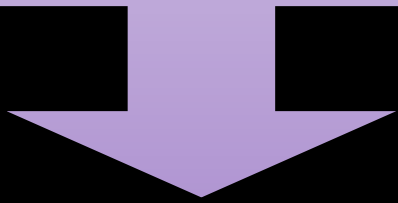
Research collaboration recommendations

- Meet regularly → include follow up email summarizing meeting
 - Brainstorm study ideas
 - Discuss status of current projects
 - Plan future funding
- Define (at the onset of all projects/collaboration) expectations of everyone
 - Project contributions
 - Funding
 - Authorship
 - Presentation
- Maintain intellectual property

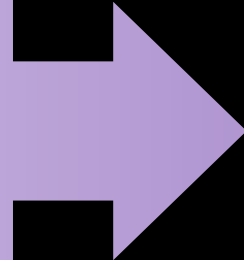
Where to start with research

- Mine your Master's thesis or PhD dissertation
- Utilize clinical cases or resources the institution already possesses
- Read broadly and often
- Improve your writing
 - Courses/books
 - Practice
 - Time block

Year 1

1. Familiarize with research protocol at institution
 2. Identify collaborators
 3. Set up lab
 4. Organize and initiate initial project
 5. Submit abstract
- 

Year 2

1. Organize initial data & meet with collaborators
 2. Write, submit initial data for publication
 3. Identify outside funding
 4. Attend grant writing workshop
- 

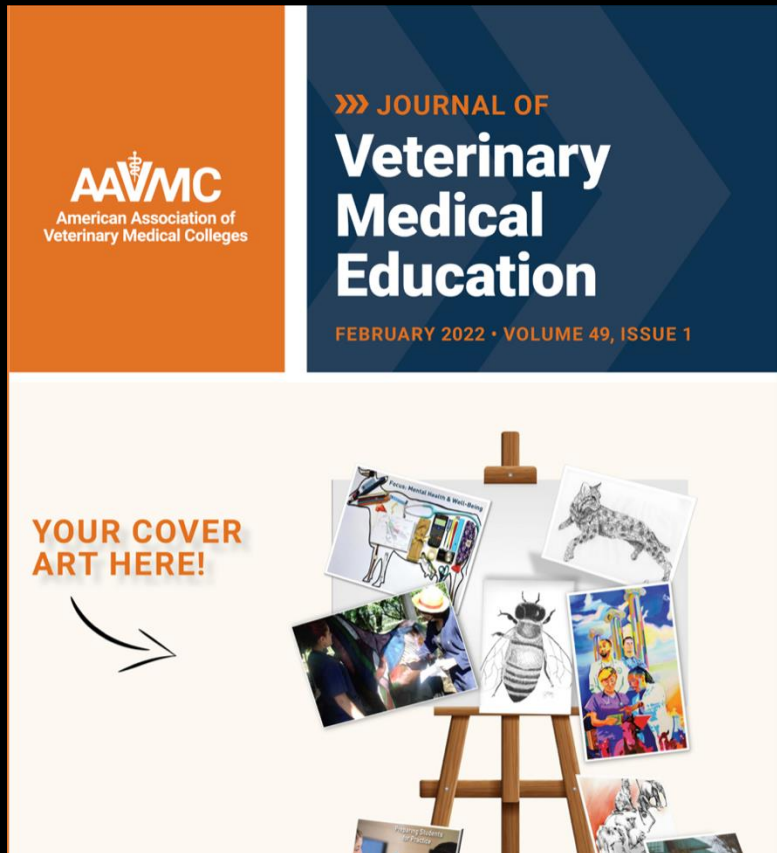
Example research outcome plan for 1st three years

Year 3

1. Write grant for outside funding
2. Design and execute new investigation
3. Collate, analyze data
4. Submit abstract

Teaching tips

- Estimate (on average) ~20 h of time to prepare new lectures from scratch
- Discuss/negotiate time off to prepare lecture materials
- Observe skilled lecturers
 - Identified by fellow faculty, mentor group, department head
- Attend teaching workshops*



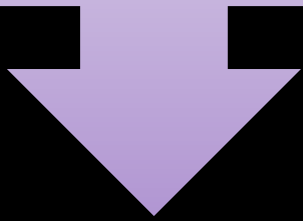
Teaching recommendations



- Observe faculty that have been identified as excellent teachers
- Attend young faculty institutes
- Participate in CE dedicated to presentations

Year 1

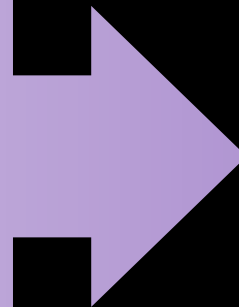
1. Create lecture content
2. Write exam questions
3. +/- supplemental notes



Year 2

1. Obtain constructive feedback
 - Department head
 - Mentor group
 - Peer review group
2. Address 1 area for improvement in lectures
 - ex. Too many words per slide

Example teaching outcome plan for 1st three years



Year 3

1. Obtain new constructive feedback
2. Address one new area for modification
3. Write supplemental notes
4. Attend teaching workshop
 - Improving student engagement
 - Presentation skills

Un-official mentors

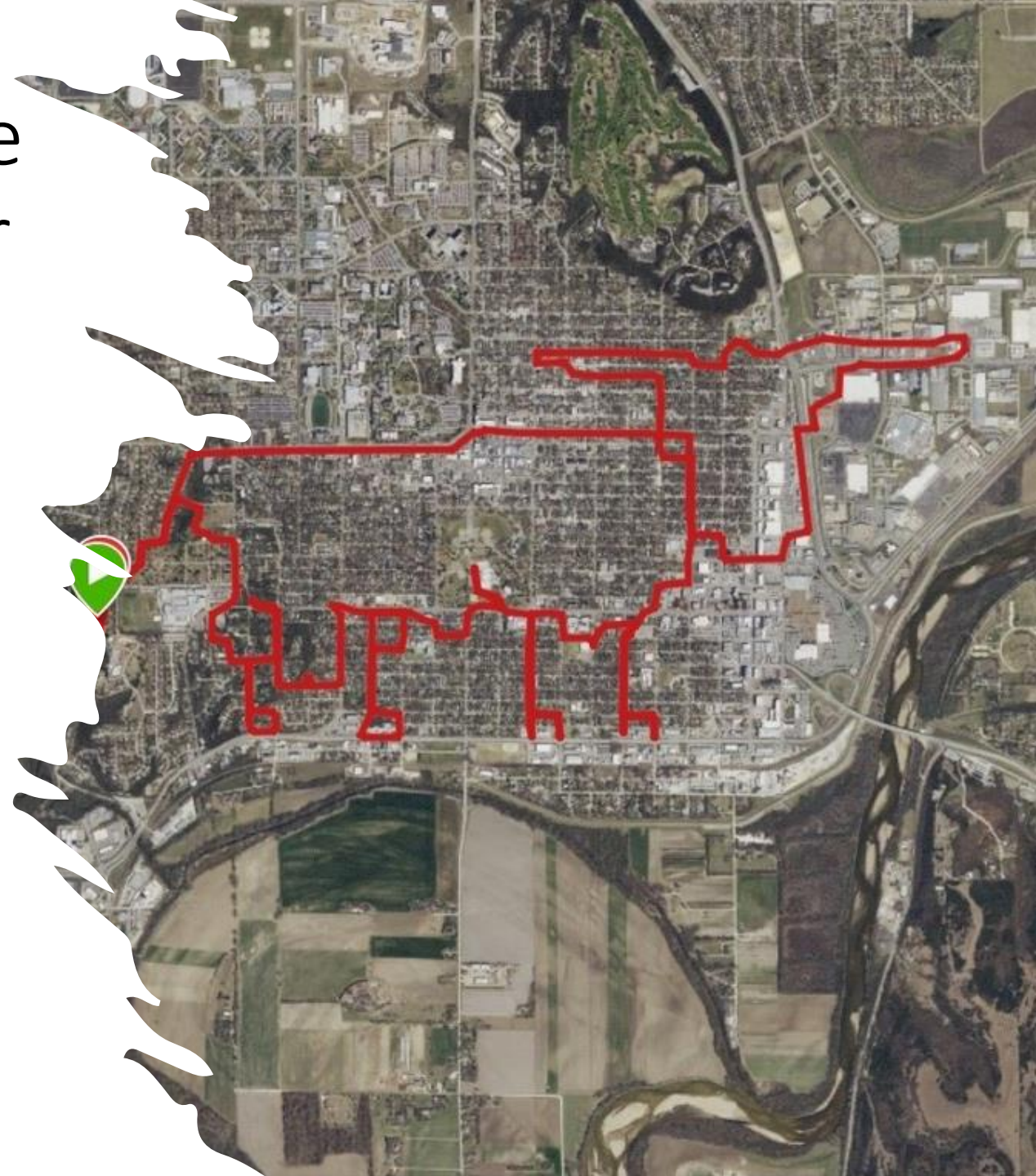
Skills to maintain discipline necessary to execute your plan

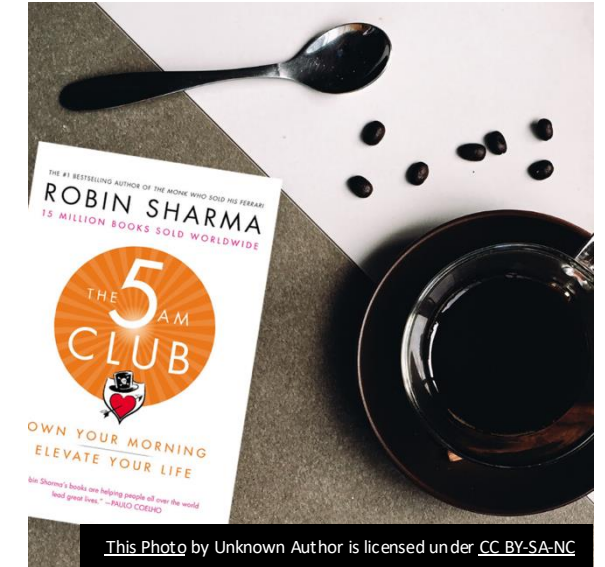
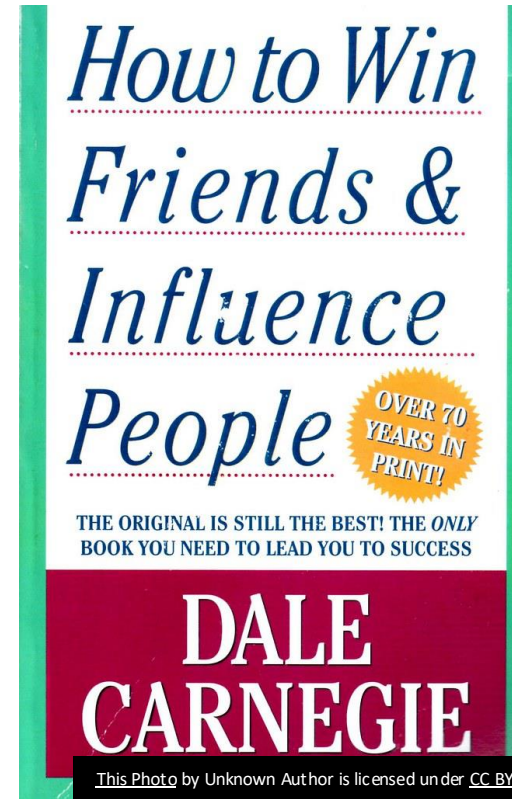
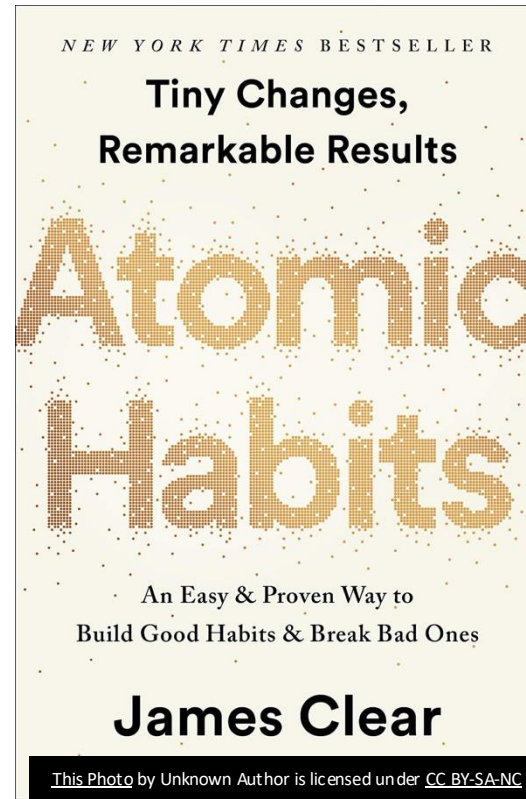
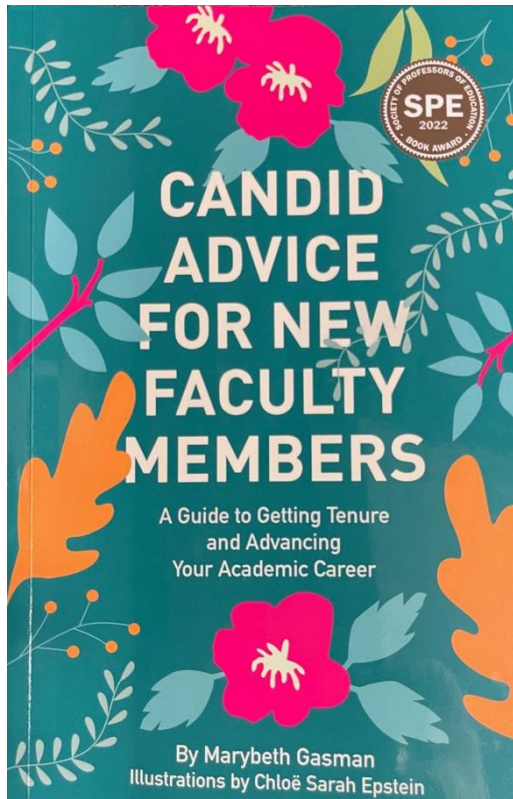
Maintain an adaptable attitude

Develop basic professional habits

- Maintain a running list of items to be added to you CV
- Schedule when you will check your email
- Establish running list of research ideas

Foster personal interests and
relationships





Professional development

Final thoughts

- Prepare for your future by taking an active role in identifying and applying to jobs
- Develop a positive mindset necessary to be a successful team member
- Understand your job and be willing to adapt to the needs of your section
- Recognize there is no straight path to success it comes with many diversions