Welcome to the Palouse

You are here!
Welcome to WSU
Our motto at WSU
**World Class**

- WSU is classified by the Carnegie Foundation as having very high research activity.
- WSU is dedicated to serving the needs of our students and our global society through groundbreaking research, outreach, innovation and technology transfer throughout the world.
- WSU wants to change the world for the better!
At WSU, we are dedicated to the success of our students.

Strive to optimize face to face experiences of students with world class faculty - teach them, challenge them, inspire them, learn from them, promote them!

At WSU, we want to change lives for the better!
At such a place, a lot will be expected of you!
Hints on How To Build A Successful Academic Career at WSU - gathered from:

New faculty
Tenured faculty
Department chairs
Administrators

i.e., you don’t have to take my advice....
For promotion and tenure, you will be required to show successful participation in all of the following:

- Research
- Teaching
- Service
research
Are you worried that your plate may be too small?

Get a bigger plate!
How do you make your plate bigger?
Identify your heroes:

Think carefully about why you hold them in esteem. Emulate their best traits.
Advice from a newly tenured faculty member:

Read the faculty manual now!

Learn what the University expects of you and when they expect it.

Get a mentor!
Your SCHOLARSHIP is key to your success – it must be both good and original!

(says Samuel Johnson, 18th Century)

But wait! There's more!

You must make the good part original and the original part part good!
Schedule times to think and **READ**...

To stay at the cutting edge as you move ahead

To make the most of your results
Take time to reflect ... refine your goals and plans based on new findings.
Identify a mentor or mentors who will

- Critique manuscripts prior to submission.
- Provide guidance in writing and submission and resubmission of extramural grant proposals.
- Critique your lecture style and teaching materials.
Getting your lab off and running: make use of resource material

At the Helm: A Laboratory Navigator

Making the Right Moves: A practical Guide to Scientific Management for Postdocs and New Faculty

by Kathy Barker

Burrows Wellcome Fund and Howard Hughes Medical Institute
Getting your lab up and running

Develop your focus and your passion.

Do more of what you do well – build on your track record.

Equip your lab, starting with the most essential items that are not available in your department.

Spread the passion-recruit students.

Find a postdoc.
Getting your lab up and running, continued:

Start collecting data that will form the basis of your 1st grant application.

Publish your data.

Write and submit a grant application using your data and the literature as a foundation.

Rewrite and resubmit the grant application.

ReWRITE AND ReSUBMIT THE DARN...
Remember that the university is a community of scholars.

Take advantage of this!
Collaborate!
Managing Your Lab

In your new position at WSU, you will be not only a teacher, a scholar, a writer, etc., but also an EMPLOYER.
As your lab grows, this becomes a bigger task!

Finding and hiring the right people
Keeping them motivated
Keeping them on track (use written protocols)
Keeping them employed (!)
Maintaining good intra- and inter-lab relationships
Make sure each person knows what you expect of them. Set up lines of communication.
Have regular lab meetings
Ivan Pavlov – (Nobel Prize in Physiology of Medicine 1904)

Pavlov’s advice to young scientists:

1. Train yourself to be strictly systematic in the acquisition of knowledge. Never try to conceal the defects in your knowledge. Be patient. Learn to do the drudgery of scientific work. Collect facts diligently. Without facts your theories will be mere empty efforts. However, do not become a mere collector of facts but try to penetrate into the mystery of their origin. Search persistently for the laws that govern them.

2. Be humble. Never at any time imagine that you know everything. Have the courage to say to yourself, “I am ignorant”.

3. “The third thing that is necessary is passion. Remember that science demands a person’s whole life. And even if you could have two lives, they would not be sufficient. Science calls for tremendous effort and great passion. Be passionate in your work and in your search for the truth.”
Move forward by putting yourself forward:

- Participate in professional meetings
- Get to know people in your field
- Organize symposia
- Collaborate
- Serve on editorial boards and study sections – but not too soon!
Promote Your Good Students

- its more important than ever in the digital age!
Start now to keep records of your teaching, research and service activities:

- your publications (including abstracts)
- your teaching
- your teaching evaluations
- your grant submissions, funded or not
- your committee work
- the professional meetings you attend
- the journals you review for
- your talks and invited addresses

You'll be glad you did!
Foster collegiality in your lab, your department and your field ... be a good citizen, be supportive.
And get a LIFE...!!!
Help build your community!

Outreach to public schools, environmental causes, nonprofits.
Take time to enjoy your loved ones,
...your friends and colleagues
...and life in the Northwest!
White water rafting
fishing
reflecting
Taking part in the beauty of the Palouse – it is lovely at every time of year!
What you plant is what grows!
That's the challenge!
That's the reward!
Go Cougs!