



Some out-of-the-box advice for starting academics

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First of all: **warmest congratulations !!!**

Remember: success comes to the deserving

Secondly: **all my best wishes for the coming years
and lots of joys and satisfaction with the new
tasks !!!**

We all know: success requires hard work



It is different for each of you ...

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At 20 I decided I would
become a professor
But...
finished MSc at 30,
PhD at 38,
first tenured position
when I was 40,
Professor at 45!



"Behind one door is tenure - behind the other
is flipping burgers at McDonald's."

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But we all have to learn to
deal with uncertainty...

Dealing with work pressure

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Plan so that you always do enough things that give you energy





Dealing with work pressure

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Be strategic – planning is key!

Teaching & learning
to teach
Supervising &
learning to supervise
Publications
Visibility
Grant proposals



Starting...

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The first 6 months determine your image for the next 20 years to come.

Be pro-active, if you come from abroad learn the local language (politics is done in the local language).



Don't isolate yourself but reach out to others

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"Getting into the practice of saying no saves space for smarter yesses. Your time is your most valuable asset. Don't spend it doing someone else's job." Elaine Welteroth

Get advice and support from

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A guardian angle

- Grand tour du Portugal - seminars & colloquia
- makes sure you speak at local conferences & advocates for you
- Prizes/awards



A mentor

- explains rules of game : faculty, institute, teaching
- sparring partner when you make decisions & decide strategy



Get advice and support from

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Peer-mentoring

- discuss experiences
- ask experts to explain – Graduate School, accounting, committee member....



Take professional courses

- teaching
- PhD supervision
- grant writing
- leadership
- difficult conversations



Dealing with work pressure

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Involve colleagues and master/PhD students for help

teaching courses
grant proposals

review papers/
Frontiers for
Young Minds

organizing group
meetings/journal
club

outreach activities



Dealing with work pressure

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Don't feel guilty when you are late ... and get used to it!

tell students
tell colleagues

- optimize your work
- plan what you want to do when (including when to take holidays)
- evaluate your planning



Make publicity for yourself

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People who judge your grant proposals or want nominate you for prizes, organizers of conferences have to find you

- › Setup your profile on ORCID (with miniCV etc) and make it public
- › Be on Scopus, googlescholar, Webofscience, researchgate,...
- › Even better: have your own website

About me



Hi! I am Renata and I am Assistant Professor in Medical Visualization and Visual Analytics at the [Scientific Visualization and Computer Graphics](#) Research Group of the [Bernoulli Institute](#) at the [University of Groningen](#), the Netherlands. Before, I was a Post-Doc at the [Visualization Group](#) of Eduard Gröller, at [TU Wien](#), Austria. I received my Ph.D. in Medical Visualization from [Eindhoven University of Technology](#), the Netherlands, in 2017. The topic of my dissertation was "Visual Analytics for Digital Radiotherapy: Towards a Comprehensible Pipeline", and for the results of my work, I obtained the [Best PhD Award 2018 of the EuroVis Awards Programme](#). Additionally, I was awarded the [Dirk Bartz Prize for Visual Computing in Medicine](#) (1st Place) at Eurographics 2017.

My research focus is on the interface between Visual Analytics, Image Processing, and Machine Learning, with a strong focus on medical applications—in particular, radiotherapy. My specific domains of expertise are Comparative

Missing: what I am particularly proud of

Grant writing

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- There are many more possibilities than nat.l funding agency and EU: see for ex. <https://www.fundinginstitutional.com>
- Read the instructions and follow them carefully
- Learn how to write a Grant proposal (free)
<https://www.hfsp.org/node/5761> The Art of Grantmanship
- Be sure to be ready 1-1.5 months before deadline
- Establish a mock committee for feedback
- Think of who will be judging ...

Remember: older people like to help young people, so don't be afraid to ask for help

Getting PhD students and postdocs

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- › Try to attract PhD students/postdocs with their own scholarship
- › Look for partners who can co-finance (industry, research institutes,...)
- › Think about organizing a Double Degree PhD project with people from your network
- › Erasmus+ funding, funding from University Consortia partners, possibilities on RUG Grantfinder
<https://www.rug.nl/education/scholarships/findscholarships>

Make publicity on your website – offer help with feedback on proposal.

Make publicity at the end of your talk/colloquium/seminar

Make publicity on social media for scholarships by university/national funding agencies/ foundations

Getting visibility

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Conferences often have **symposia** for the organisation of which you can apply – convince a well known authority in your field to pair up with you (you do the work).

Learned societies/academies offer possibility for you to **organise a workshop**/study day

Organise a **local brain storm day** to define possible research subjects for collaboration/common grant application

Make publicity for your results/papers – social media, press release, website of your group, emails.

Get nominated for **prizes/awards** – generates also invited talks

Tips for teaching

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- › Explain programme after first month to first year students

At the beginning of your course:

- › Be clear about expectations
- › Make mock exam with replies available
- › Use rubrics that start with best mark on left and go down towards right

For the whole course:

- › Install a response group

At the end: explain to students why course evaluation is important

Tip for teaching

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Help students connect what they learn to their future professional life:

Guest lectures by alumni

In (Applied)Physics: one guest lecture every 2 month, one company visit per semester (organized by student association)

Example: Course “Optics and Waves” – guest lecture by R&D leader Johnson & Johnson Implantable Lenses

Tip for correcting exams

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Thanks to Giovanni Bachelet, Sapienza University, Rome

- Organise **mandatory correction session** where students get photocopy of their own exam and correct it with a red pen while you explain; collect the corrected copies at the end.

This will have three positive consequences:

- 1) You spend less time correcting the real copy
- 2) The students really understand what they did right/wrong
→ higher success rate at resit exam
- 3) You will grade more generously – great teaching evaluation!

Your visibility in teaching organisation

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Make sure that your time involvement for teaching is correct but not more than you have to do by contract.

Get to **learn about curriculum** of programme(s) you teach in.
Read report of last accreditation audit – gives you ideas where you could **contribute in limited time**: for ex. working group on rubrics, new assessment form etc.

Participate in committee – volunteer for one which does not take too much time (Special admissions, ad-hoc curriculum committee, liaison person for external advisory committee)

Help **organise quarterly meetings** of teaching staff or annual **teaching retreat**.

Dealing with work pressure

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Don't forget:

To take time to be with your partner !

Your children have their age only once !

Don't neglect your friends !



It is very doable, see Royal Society's booklet "Mothers in Science – 64 ways to have it all"

https://royalsociety.org/~media/royal_society_content/about-us/equality/2011-06-15-mothers-in-science.pdf



Good luck!

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*The future is bright for women
and men in Science and
Engineering!*

Thank you for your attention

Book advice:

- Federico Rosei and Tudor Johnston, **Survival Skills for Scientists**, World Scientific
- Peter J. Feibelman, **A PhD is not enough: a guide to survival in science**, Basic Books
- Ritsert Jansen, **Funding Your Career in Science** Cambridge University Press