



Women in Reproductive Sciences Bulletin Vol.5

This year, WinRS has continued to celebrate and encourage women in SSR. We are particularly proud of the hard work and perseverance the women in our society show, and as such, we would like to take a moment to once again congratulate the new SSR President Dr. **Janice Evans**, President Elect Dr. **Andrea Cupp**, new board member Dr. **Olga Bolden-Tiller** and the major Award Winners Dr. **Patricia Hunt** (Carl G. Hartman Award), Dr. **Mary Ann Handel** (Jansen Distinguished Service Award), Dr. **Karen Schindler** (Mahesh New Investigator Award), Dr. **Teresa Woodruff** (Trainee Mentoring Award), Dr. **Kate Loveland** (Fuller W. Bazer International Scientist Award) and, Drs. **Zelieann Craig** and **Elizabeth M. Snyder** (Janice Bahr Junior Scientist Travel Awards).

Since the last bulletin, WinRS celebrated **Women's History Month** and **Postdoc Appreciation Week** by highlighting 49 talented scientists on Twitter and Facebook. We would like to continue the celebration of these wonderful postdocs in reproductive science as they are the future of the field. Each postdoc highlighted is pictured within this issue, and we encourage everyone to watch out for these rising stars.

July saw another wonderful SSR, and a wildly successful WinRS Breakfast. We would like to thank our panellists Dr. **Rebecca Krisher**, Dr. **Daniel Johnston**, Dr. **Jodi Flaws** and Dr. **Annie Newell-Fugate** for their fantastic advice in our panel discussion on **Job Applications and Salary Negotiations**. We would also like to thank everyone who was able to attend, and make this breakfast the success that it was. For those who were unable to attend, or those simply wishing to revisit the excellent advice, we have included the highlights of the panel discussion inside.

- Dr. Nikki Camlin and Dr. Shavahn Loux, WinRS Co-Chairs

Postdocs In Reproductive Biology



Dr. Nicole (Nikki)
Camlin



Dr. Shavahn Loux



Dr. Alexandria Snider



Dr. Tessa Lord



Dr. Lisa Vrooman



Dr. Rachel West



Dr. Chirine Toufaily



Dr. Luisina Ongaro



Dr. Aimee Katen



Dr. Elizabeth Bromfield



Dr. Amy Dwyer



Dr. Genoa Warner



Dr. Alison Care



Dr. Soo Hyun Ahn



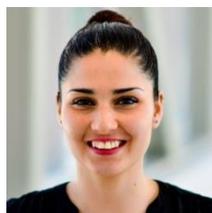
Dr. Cecilia Blengini



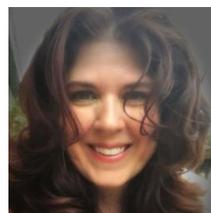
Dr. Elena Silva



Dr. Jenna Haverfield



Dr. Gurbet Karahan



Dr. Heather Brockway



Dr. Marie-Charlotte
Dumargne

Breakfast Highlights: Job Applications & Salary Negotiations

Panellists



Dr. Rebecca Krisher (RK)

Job Experience: Academia and Industry

Current Position: Research Director, Colorado Centre for Reproductive Medicine



Dr. Daniel Johnston (DJ)

Job Experience: Industry and Government

Current Position: Chief, Contraception Research Branch, *Eunice Kennedy Shriver* National Institute of Child Health and Human Development



Dr. Jodi Flaws (JF)

Job Experience : Academia

Current Position: Professor, Comparative Biosciences, University of Illinois



Dr. Annie Newell-Fugate (ANF)

Job Experience: Academia

Current Position: Assistant Professor, Texas A&M University



When entering the job market, how should you tailor your CV for academia vs industry vs government (what things are the most important to highlight)?

RK

- The important things; publications, accomplishments and awards are always the important things, regardless of the field.

DJ

- When transitioning from a PhD or postdoc to industry, try to understand what is important to the company you are applying to and highlight it.
- Make sure you highlight your skills and techniques, trying to hit buzz words that may attract them to your resume if they utilize electronic searching of resume.

JF

- Tailor your CV and cover letter for the job you are applying for. “I cannot tell you how many times ... we were hiring a reproductive biology position, [and] the people applying were physicists”.
- If the job announcement is broad, make sure to tailor your cover letter to highlight how you will fit into the department.
- Ensure your cover letter and CV are exceptionally well written, it is their first impression of you. Have the cover letter be one to two pages, and make sure it is completely free of typos. Seeing a typo immediately puts a person’s application in the “NO” pile.
- Ask people for their successful applications as examples.

ANF

- Research the University, department and college you are applying to so you can emphasize what’s important for them. “It was really important for certain jobs ... that I highlighted the veterinary aspects of my background”
- If a call for applications is vague, email the contact and get more information on what they are looking for. Asking for this information helped ANF get her current position.

Are there any red flags when you look at a CV? What can a job applicant do that makes them stand out? What makes you say, "I want to hire that person."

RK

- A major red flag is if an application is very nonspecific and it is clear someone has done little to no research about the position. In your CV and cover letter, make sure to be specific to show that you know about the place you are applying to. This is "always a positive for a first impression".
- When talking to the person in person or over the phone, make sure to be responsive and enthusiastic about both what you are doing and what they are doing. Also make sure to say how you see yourself fitting into what they are doing. "Excitement, preparedness and professionalism. That's really what you want to see."

DJ

- Typos are an enormous red flag.
- Get other people to read your cover letter and CV for typos, for clarity, to find redundancy and to judge flow. Even if the person reading is prone to typos, it will still be a red flag for them.
- (This is true for grants too!)
- In interviews, the ones that go well and result in job offers are the ones where you ask them questions about their potential product, the market, the regulatory pathway such as, "Have you thought about designing the product this way?" It shows engagement. Don't come away having only said that you can do the things they are talking about. Make sure to go into their space and think like an employee.

JF

- In academia, people are looking to hire a life-long colleague. They aren't just interested in your skill set (there are a lot of people with that), but they are looking to see if you are a good fit, and if you are someone they would want to interact with.
- Before your interview, make sure to look up every person you are going to meet with and know something about what they do. In particular read their latest paper. "It's a huge red flag if somebody that I'm interviewing walks into my office and says "Oh, so what do you do". People have egos and if you can show you know their work and that you are interested in it, it will get them excited about you.
- Make sure your job seminar is the best seminar of your life. Have no typos, be engaging, show the department you would be a good colleague and stay on time. "We had a job candidate last year who was told to give a 45 minute seminar; their seminar lasted for 90 minutes. That person does not get a job."

ANF

- Make sure to reach the flagship programs of an institute where you are interviewing.
- It is all about your fit in the department. "It's like going on a first date... You're trying to figure out, 'Am I a good fit for this program' and they're trying to figure [if you are] a lifelong colleague."
- You can be an excellent scientist but if you are not a good fit for the department you will not get the position.

What advice to you have for negotiating your job offer to get exactly what you need.

RK

- Don't be shy, you have to ask for what you need to be successful in terms of salary and equipment. Make sure to think about what you want to do, and ask for the things you will need to do it (equipment, support for undergrads, etc).

DJ

- "You don't get what you deserve, you get what you negotiate". That works BOTH ways.
- If you have leverage, it is easier to negotiate. In industry, you will sometimes be approached by another company that will ask you to join them. In this situation, you are in a position of leverage.
- "I have been given this advice, 'I would never even consider switching from one job to another without going up in salary at least 20% and having other incentives you may want'"
- In industry, make sure to negotiate severance. Lay-offs are very common. Consider asking for more severance than what you think you will need. If you will need 6 months, ask for a year, that way you will either get it or have room to negotiate down.

JF

- Make sure to understand the going rate and what you are worth. Public universities publish faculty salaries; use this as a guide avoid undervaluing yourself, but also to make sure you are being realistic
- Be realistic with what you are asking for in your start up package. Don't ask for so little that you are handicapped and can't do your work. On the flip side, don't ask for so much that they withdraw your job offer. "We had to tell one candidate that we weren't going to pursue her because she was asking for about five times as much start-up as full professors and she was a brand new assistant professor"
- Every place will be different; private vs public schools, veterinary vs medical schools. Do the research for the type of university you are negotiating with.
- You can ask others what the latest faculty at their institution received for salary and start-up.
- Negotiations are different if you are going in with a grant versus without. You need to think about what you bring to the table.

ANF

- Make sure to ask about shared equipment. If you have access to these things, then you don't need to include their purchase in your start up. This will bring your package down into a more reasonable area.
- Make sure to understand what money can be used for lab equipment or computers or moving expenses. Some institutes have money earmarked so it can only be used for certain things.
- You need to make sure you negotiate your salary well at the start. Negotiating salary increases later on is a lot harder than negotiating salary before you start.
- Recommended reading "Ask For it" by Linda Babcock.