

Vance Lemmon

UMMSM Career Day Workshop

May 28, 2025

Macro vs Micro

I have been on a lot of faculty search committees.

I have been chair of a lot of faculty search committees, including in a department that I was not a member of.

Macro

You need to build a strong network so people in your network can promote you

- Courses outside UM

- Outside speakers you meet at UM

 - Be on organizing committees

 - Read their latest paper and their most famous paper

 - Go to lunch and ask questions

- People you meet at scientific conferences

 - Be brazen - invite a couple of stars to come to your talk or poster

- People at NIH. - go talk to them at national meetings

Publish a paper in a journal with an impact factor over 15 or a science/nature/cell press journal

The very best way to do this is to be a post-doc in the lab of someone who routinely publishes in those kinds of journals

Have a famous scientist as the external member of your dissertation committee

Get a grant - any kind of grant

Micro

- Ask for help / feedback

 - papers, grants and especially talks!

 - practice Job talks and chalk talks with 3-4 faculty

 - practice elevator pitches with anyone who will listen

When you go for an interview, look up everyone you will meet, read a couple of their papers, be ready to ask them questions about what they do, convince them they want to collaborate with you.

AI

Twenty years ago, I thought all biologists needed to become data scientists because of the big data coming from the human genome project.

Now I think all biologists need to become experts at AI using various large language models and other kinds of models