

# **The search committee perspective**

Typically, a subset of the faculty is the search committee charged with going through the applications and deciding who to invite.



How we advertise:

- usually in the fall
- Cell, Science, Nature (websites)  
(limited time)
- personal connections/direct mailings



# What are your interests?

**medical school, undergraduates**

**major university (private or state) or small liberal arts college**

**focus on research vs teaching**

**location**



# Application

cover letter

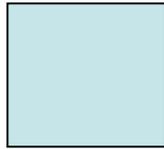
cv (education, positions, awards,  
professional service, teaching,  
funding, publications, references)

publications

research statement/ teaching statement

letters of recommendation

CURRICULUM VITAE



[Redacted]  
 Center for Developmental Biology  
 University of Texas Southwestern Medical Center  
 5323 Harry Hines Boulevard  
 Dallas, TX 75390-9133  
 [Redacted]

Education

- 1991 B.A. in Chemistry  
Cornell University College of Arts and Sciences  
Ithaca, New York
- 1994 M.S. in Biological Chemistry  
The University of Michigan Horace Rackham Graduate School  
Ann Arbor, Michigan
- 2000 Ph.D. in Biological Chemistry  
The University of Michigan Horace Rackham Graduate School  
Ann Arbor, Michigan

Professional Training

- 1984-1986 Part-time Research Assistant, Indiana University School of Medicine. Research: Isolation and sequence analysis of amyloid proteins in primary, secondary, and hereditary amyloidoses. Supervisor: Francis Dvulet, Ph.D.
- 1988-1989 Research Assistant, Indiana University School of Medicine. Research: Identification and characterization of genes coding for human serum amyloids A and P (SAA and SAP). Supervisor: Barbara Khive-Beckerman, Ph.D.
- 1991-2000 Graduate Student Research Assistant, University of Michigan School of Medicine. Dissertation Research: Characterization of osteoblast-specific

elements controlling bone sialoprotein gene expression. Supervisor: Renny T. [Redacted]

- 2000-present Postdoctoral Fellow, UT Southwestern Medical Center. Research: The role of ephrins in inhibition of axonal regeneration and The molecular basis of bone dysplasias in neurofibromatosis type I. Supervisor: [Redacted]

Teaching Experience

- 1992 Graduate Student Teaching Assistant: Biological Chemistry 415/515 (University of Michigan Medical School).
- 1993 Graduate Student Teaching Assistant: Biological Chemistry 571. (University of Michigan Medical School)
- 1994-1997 Tutor: Biological Chemistry 212 and 522 (University of Michigan Dental School).

Professional Memberships and Service

- 1992-1993 University of Michigan NIH Predoctoral Genetics Training Program Executive Committee member.
- 1993-2000 Member, American Society for Bone and Mineral Research (ASBMR).
- 2004-present Associate member of the Christopher Reeve Foundation International Research Consortium on Spinal Cord Injury.
- 2005-present Departmental Representative for the Center for Developmental Biology to the UT Southwestern Postdoctoral Association.
- 2005 Reviewer, Journal of Bone and Mineral Research.

Past and Current Funding

- 1991-1993 University of Michigan NIH Predoctoral Genetics Training Program.
- 1994-2000 Supplement for Individuals with Disabilities to R01 DE 12211 "BSP Expression and Role in Mineralization" (NIDDK).  
Principle Investigator: Renny T. Franceschi, Ph.D.

- 2001-2003 Supplement for Individuals with Disabilities to R01 NS34296-06S1 "Molecular genetics of nerve growth and regeneration and of neurofibromin function" (NINDS).  
Principle Investigator: [Redacted]
- 2004-present Ruth L. Kirschstein National Research Service Award R [Redacted]  
"Ephrins in myelin-based inhibition of axonal regeneration" (NINDS).

Awards

- 1998 American Society for Bone and Mineral Research Travel Award.
- 2005 Keystone Symposia Scholarship to "Axonal Connections: Molecular Cues for Development and Regeneration."
- 2005 UT Southwestern Medical Center Postdoctoral Poster Session and Symposium Grand Prize Award.

PUBLICATIONS

Journal Articles

- [Redacted] et FE. A unique insertion in the primary structure of bovine amyloid AA protein. *J Lab Clin Med* 113:67-72, 1989.
- [Redacted] D. A transthyretin variant (alanine 49) associated with familial amyloidotic polyneuropathy in a french family. *J Med Gen* 30:117-119, 1993.
- [Redacted] D. A transthyretin variant (alanine 71) associated with familial amyloidotic polyneuropathy in a french family. *J Med Gen* 30:120-122, 1993.
- [Redacted] Integrin in osteoblast-specific gene expression and activation of the *Osf2* transcription factor. *J Biol Chem* 273:32988-94, 1998
- [Redacted]. Cloning of a 2.5 kb murine bone sialoprotein promoter fragment and functional analysis of putative *Osf2* binding sites. *J Bone Miner Res* 14:396-405, 1999.  
\*co-first authors

[Redacted] D. Extracellular matrix regulation of osteoblast-specific gene expression: role of the  $\alpha_2\beta_1$  integrin and *Osf2/Cbfa1* activation. *Proceedings: 6<sup>th</sup> International Conference on the Chemistry and Biology of Mineralized Tissues*, 1999.

[Redacted] T. MAPK pathways activate and phosphorylate the osteoblast-specific transcription factor *Cbfa1*. *J Biol Chem* 275:4453-4459, 2000.

[Redacted] T. Identification of a homeodomain binding element in the bone sialoprotein gene promoter that is required for its osteoblast-selective expression. *J Biol Chem* 275:13907-13917, 2000.

[Redacted] T. Bone morphogenetic proteins, extracellular matrix, and mitogen-activated protein kinase signaling pathways are required for osteoblast-specific gene expression and differentiation in MC3T3-E1 cells. *J Bone Miner Res* 17:101-110, 2002.

[Redacted] A homeodomain protein element in the bone sialoprotein promoter is critical for tissue-specific expression in bone. *Connex Tiss Res* 44(Suppl. 1):154-160, 2003.

K [Redacted] F1 Tumor Suppressor Protein and mRNA in Skeletal Tissues of Developing and Adult Normal Mouse and NF1-Deficient Embryos. *J Bone Miner Res* 19:983-989, 2004.

[Redacted] B is a myelin-based Inhibitor of neurite outgrowth. *Proc Natl Acad Sci USA* 102(30):10694-9, 2005.

[Redacted] F4 mediation of *NFJ* pathology in bone reveals a nutritional basis for congenital skeletal dysplasias. *Cell Metab* 4(6):441-451, 2006.  
\*co-first authors

[Redacted] e transfer of constitutively-activated MEK or ERK at the neuronal soma by adeno-associated viral vectors to induce axonal regrowth across Schwann cell bridges implanted into the completely transected rat thoracic spinal cord. (manuscript in preparation).

Abstracts

References were listed

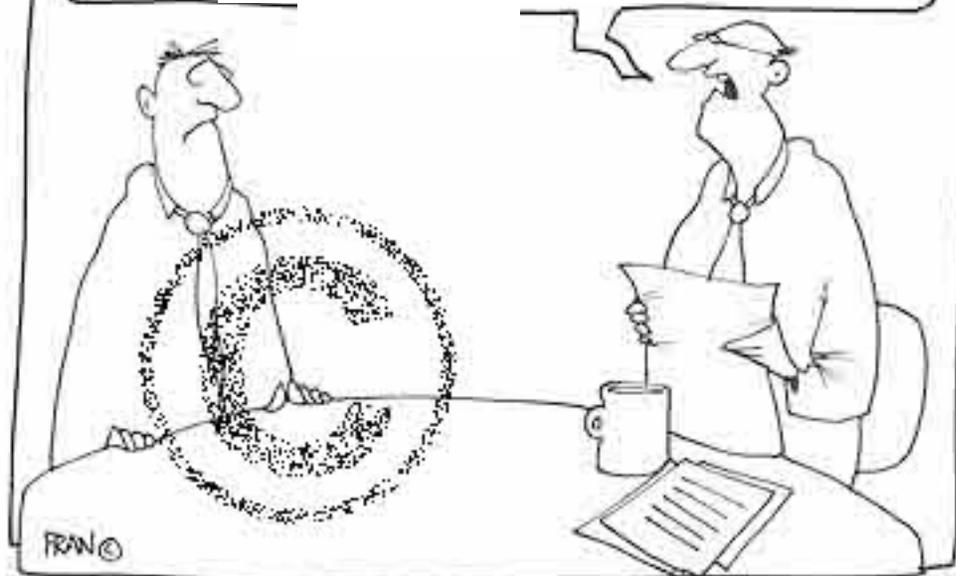
The applicant pool can vary dramatically in number, but there are usually a small number of very competitive applicants (here).

What is the search cmt looking for?

1. Publications (quality, consistency, novelty)
2. Training/mentors
3. Research plan (fundable?, does the research fit with people here?, do we see a "big picture"?)
4. Location/mobility



I'M AFRAID A QUALIFKATION FROM THE  
UNIVERSITY OF HARD KNOCKS DOESN'T GET YOU  
FAR IN **Academic science** ; THESE DAYS



# Visits, if you get an invitation

- typically 3-5 candidates
- talk- 1 hr, PRACTICE!, include future direction slide
- be nice to administrative staff
- first visit is not time to talk salary etc. They are evaluating you on this trip.
- chalk talk- informal, but be organized, keep focused
- office visits- be interested (even if you're not)! Ask questions.  
Don't say anything negative.
- Visit with students
- Dinner (be interactive)
- Write a thank you



How is the decision made? (it varies)

Feed-back from faculty (likeable, interactive, good seminar, interesting topic, good fit)

Chair

Search cmt

All faculty vote



# Second interview (now it's your turn to really evaluate them)

Likely to get an offer (not always, so be cautious)

Spouse probably invited to come too

Shown around by realtor

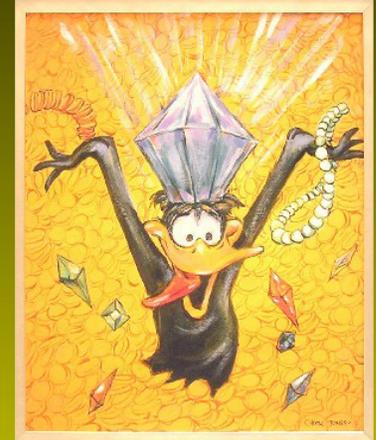
More office visits

Things to ask about (if it didn't come up in the first interview):

space (get this in writing), shared equipment, core facilities, teaching expectation, tenure process, salary

Start up package

If you have multiple offers, let them know and give them a chance for a counter-offer



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