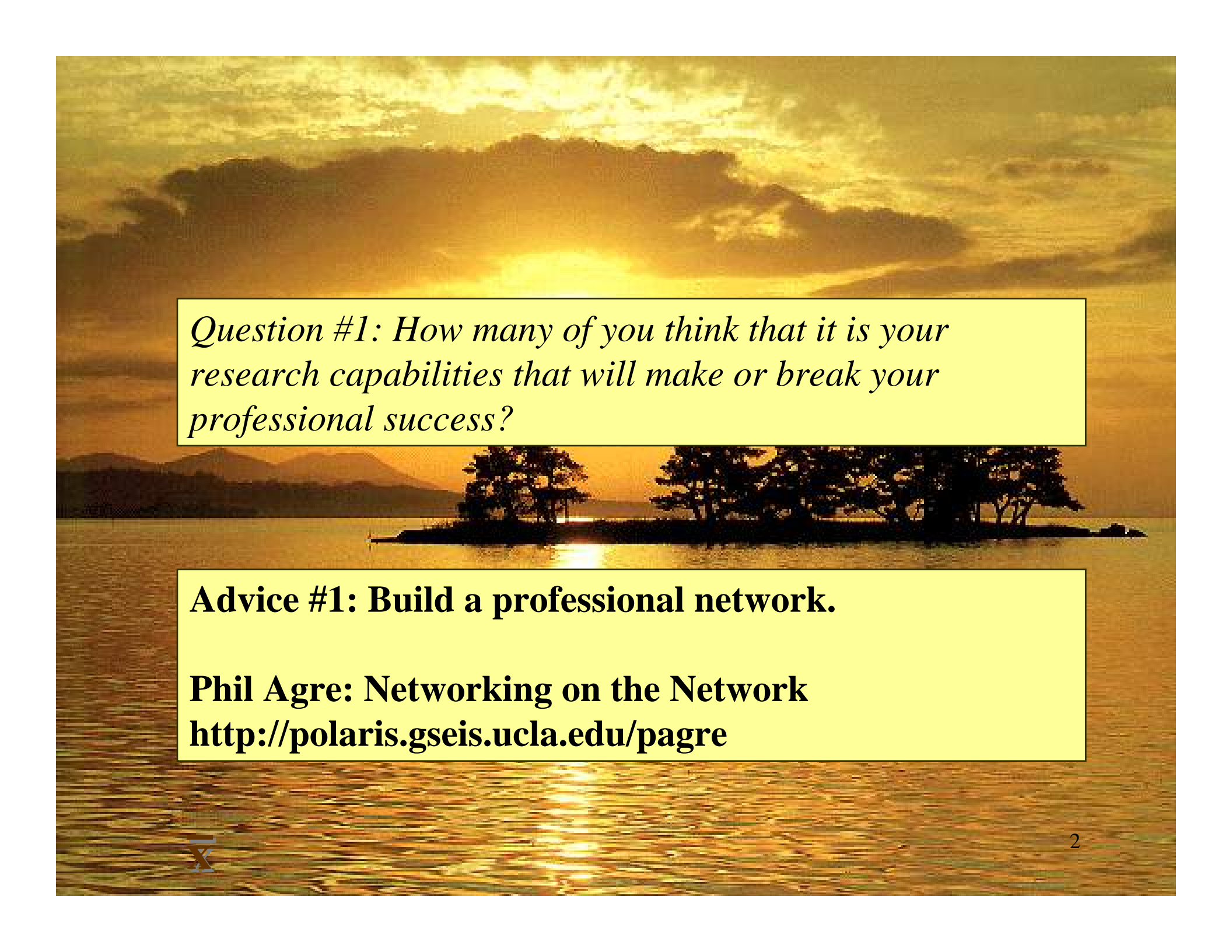


**Who You Know, What You Know and Timing:
Merging the Technical and the Personal to
Define Your Professional Pathway**

**Dalene Stangl
Professor and Director
Institute of Statistics and Decision Sciences
Duke University**

**New Researcher's Conference
August 4, 3006
Seattle, Washington**





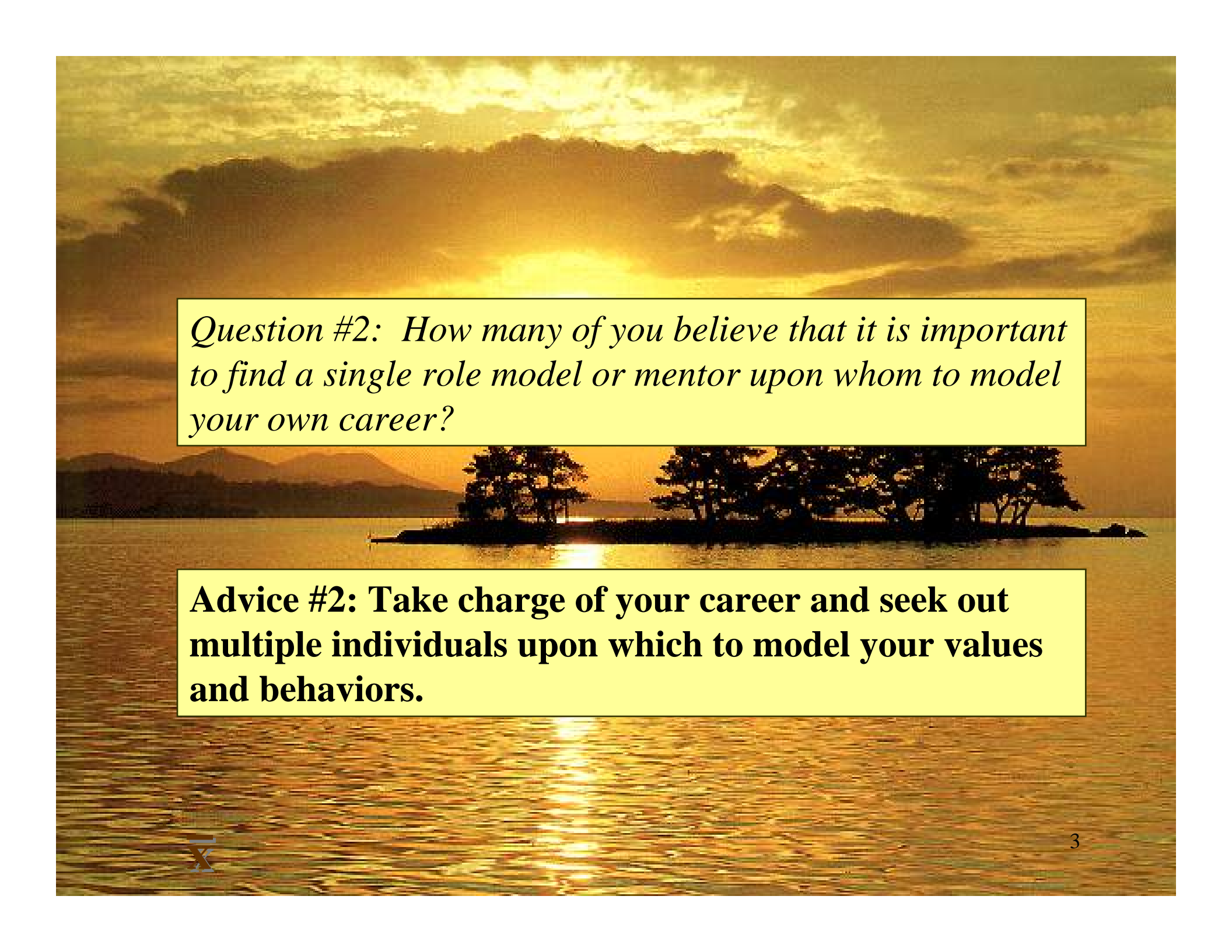
Question #1: How many of you think that it is your research capabilities that will make or break your professional success?

Advice #1: Build a professional network.

Phil Agre: Networking on the Network

<http://polaris.gseis.ucla.edu/pagre>

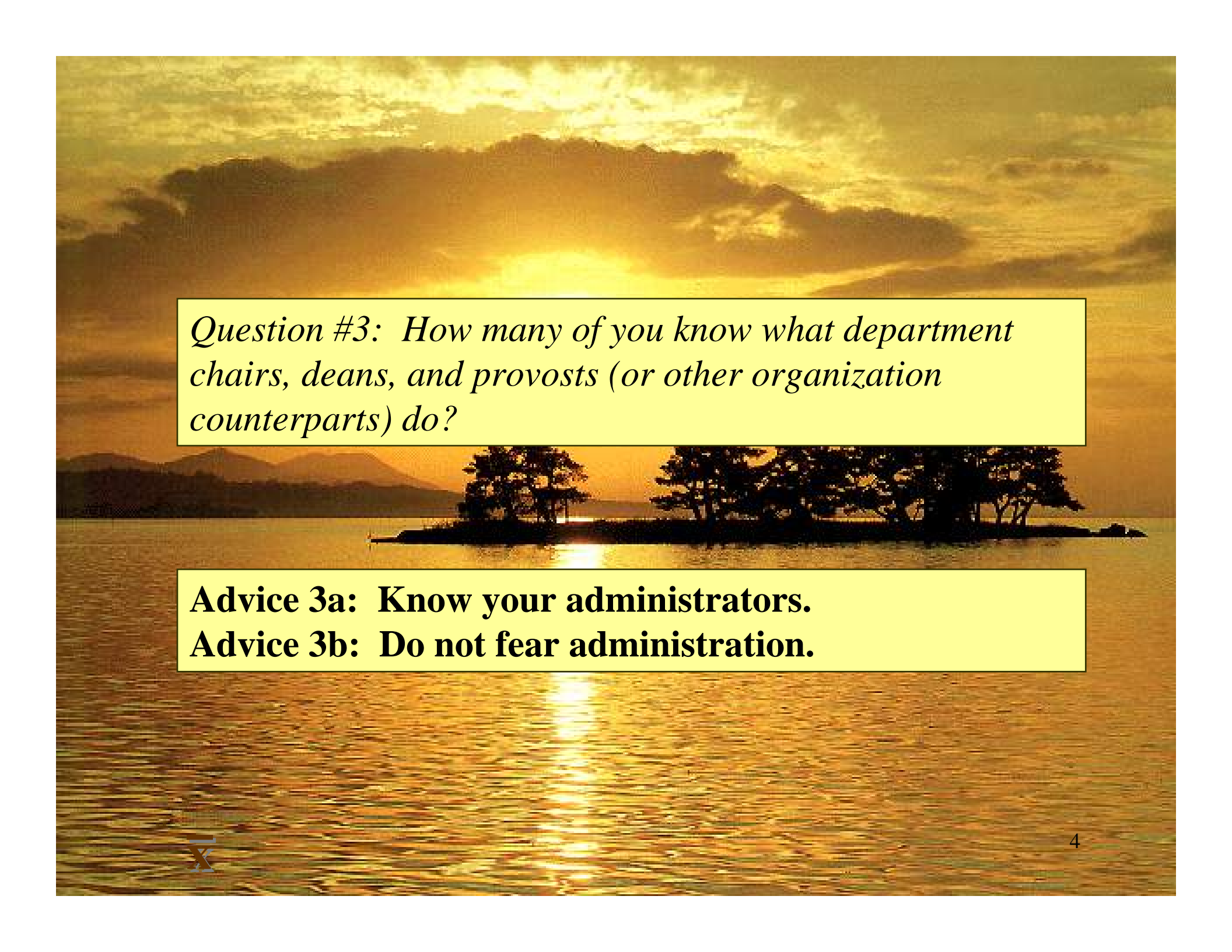




Question #2: How many of you believe that it is important to find a single role model or mentor upon whom to model your own career?

Advice #2: Take charge of your career and seek out multiple individuals upon which to model your values and behaviors.

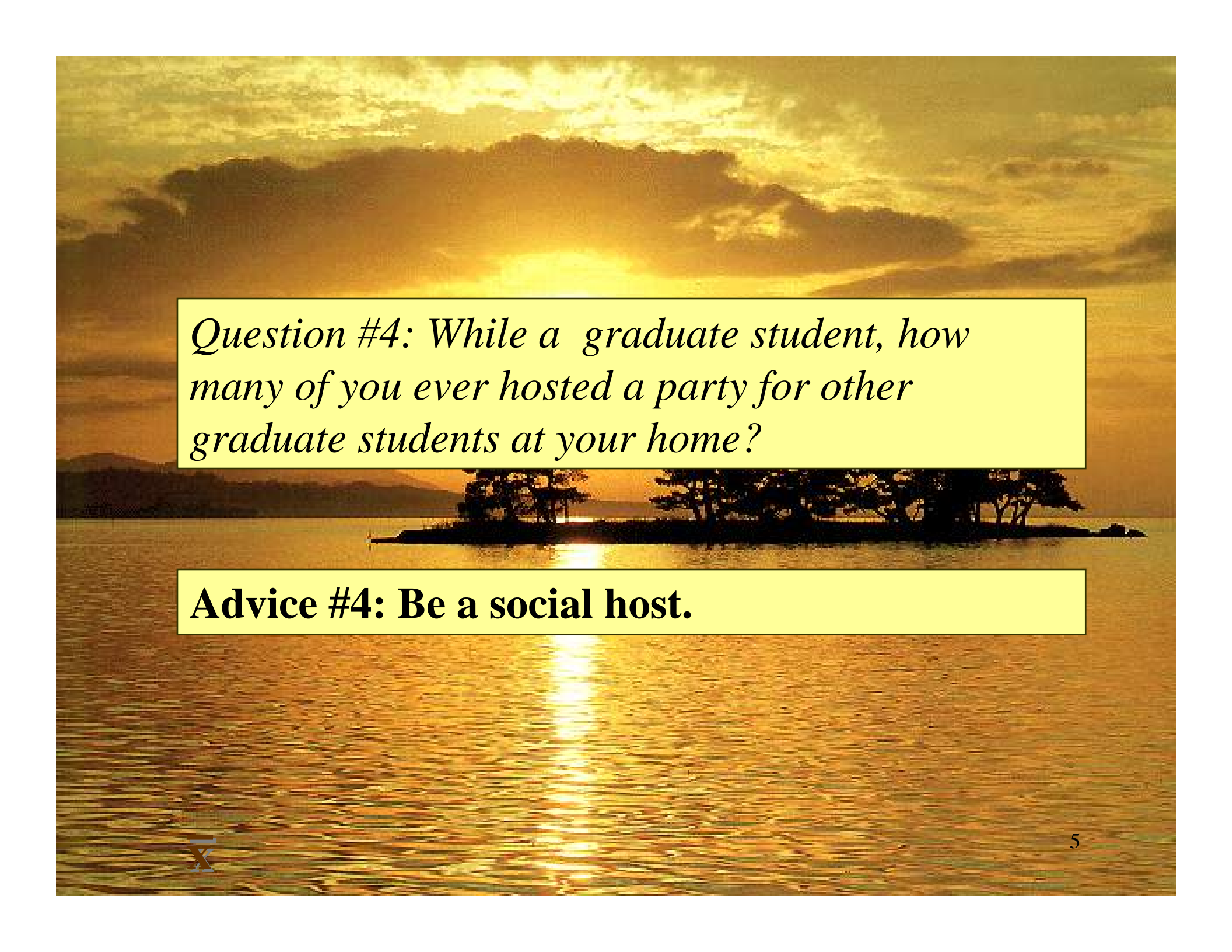




Question #3: How many of you know what department chairs, deans, and provosts (or other organization counterparts) do?

Advice 3a: Know your administrators.
Advice 3b: Do not fear administration.

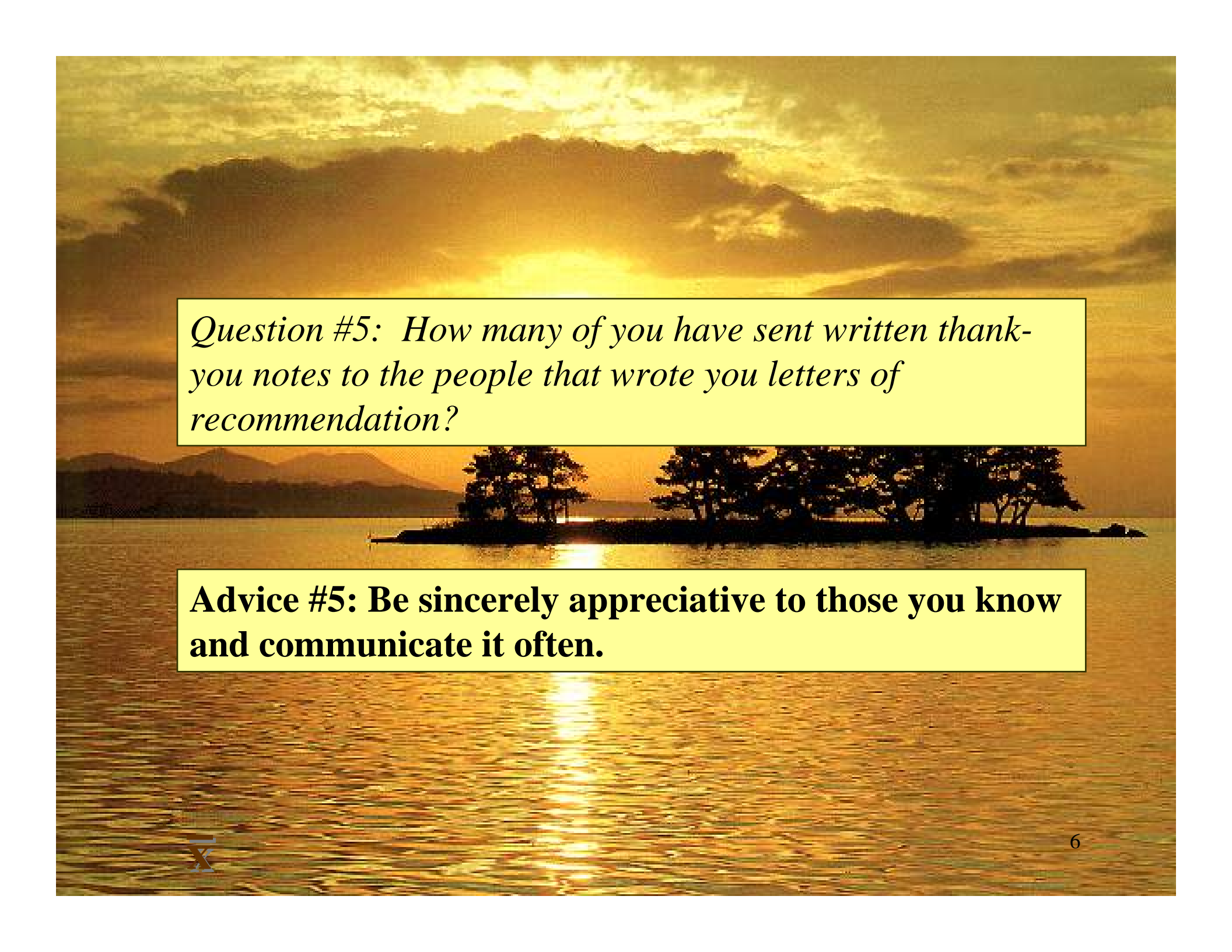




Question #4: While a graduate student, how many of you ever hosted a party for other graduate students at your home?


Advice #4: Be a social host.



A scenic sunset over a lake with mountains in the background and trees in the foreground. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. The clouds are dark and silhouetted against the bright light of the sun. The water is calm, with gentle ripples. In the foreground, there are several trees on a small island or peninsula, their silhouettes dark against the bright sky. The overall mood is peaceful and serene.

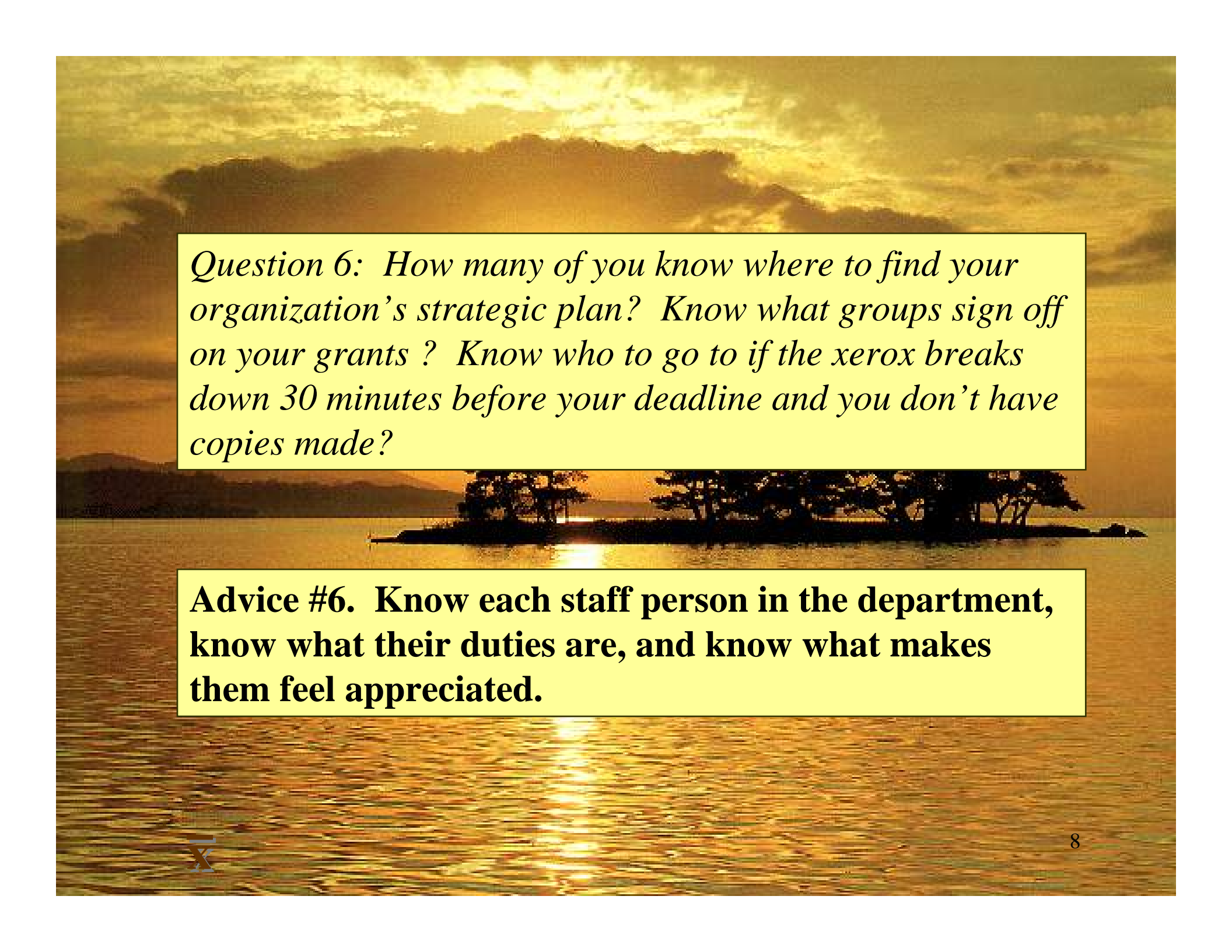
Question #5: How many of you have sent written thank-you notes to the people that wrote you letters of recommendation?

Advice #5: Be sincerely appreciative to those you know and communicate it often.

A background image of a sunset over a body of water. The sun is low on the horizon, creating a bright, golden glow that reflects on the water's surface. The sky is filled with soft, golden clouds. The water in the foreground is dark with shimmering highlights from the sun.

Who You Know

Build a professional network
Seek out multiple specialized mentors
Learn administrators roles
Build community
Show appreciation to all those who you know



Question 6: How many of you know where to find your organization's strategic plan? Know what groups sign off on your grants? Know who to go to if the xerox breaks down 30 minutes before your deadline and you don't have copies made?

Advice #6. Know each staff person in the department, know what their duties are, and know what makes them feel appreciated.

Question #7: How many of you have read the written policies for promotion reviews? Do you know what will be required in your dossier?

Advice #7: Figure out the process within your first semester.

Potential for (Evidence of) scholarly impact and leadership

Potential for (Evidence of) research productivity

Potential for (Evidence of) research funding

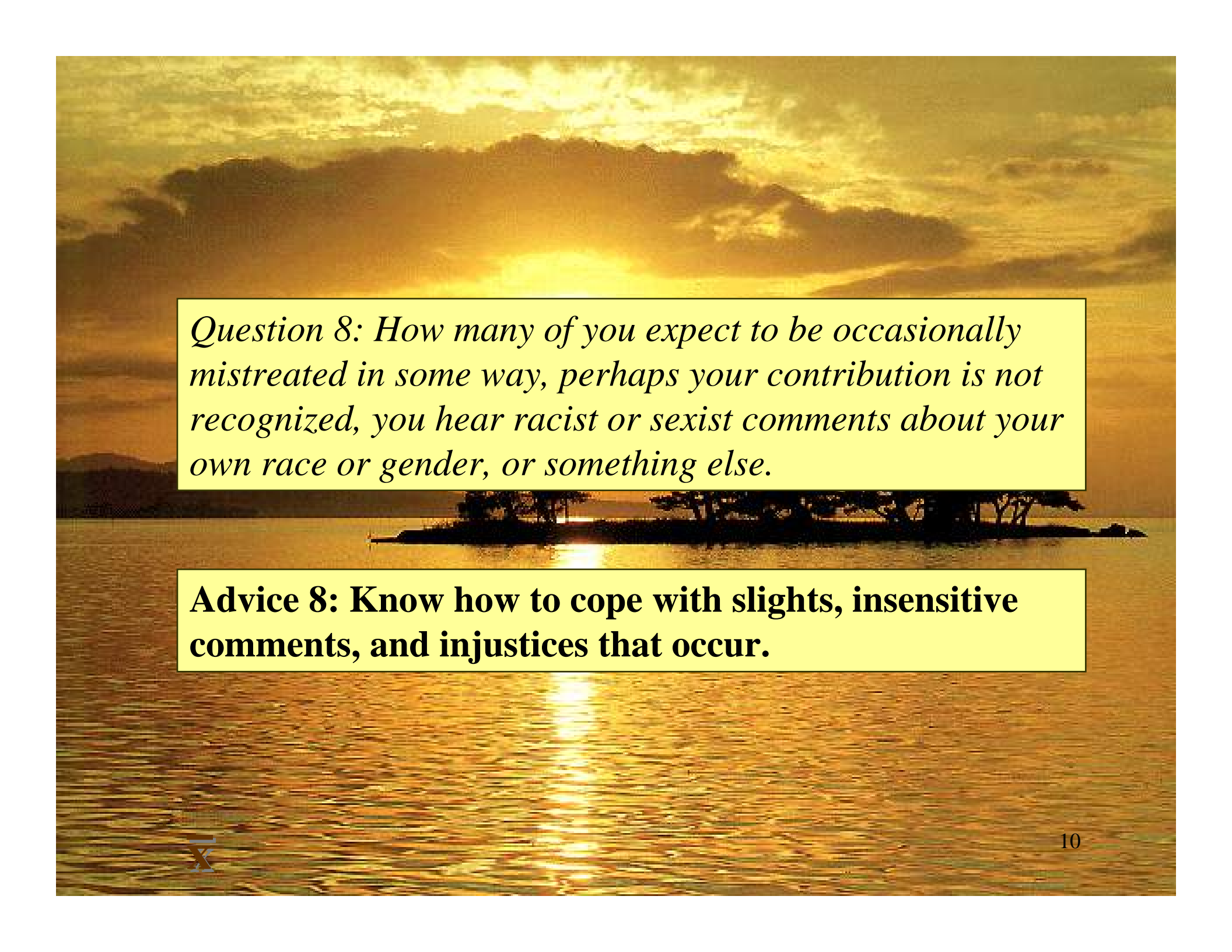
Potential for (Evidence of) collaboration

Potential (Demonstrated ability) to attract and supervise graduate students

Potential (Demonstrated ability) to teach and supervise undergraduates

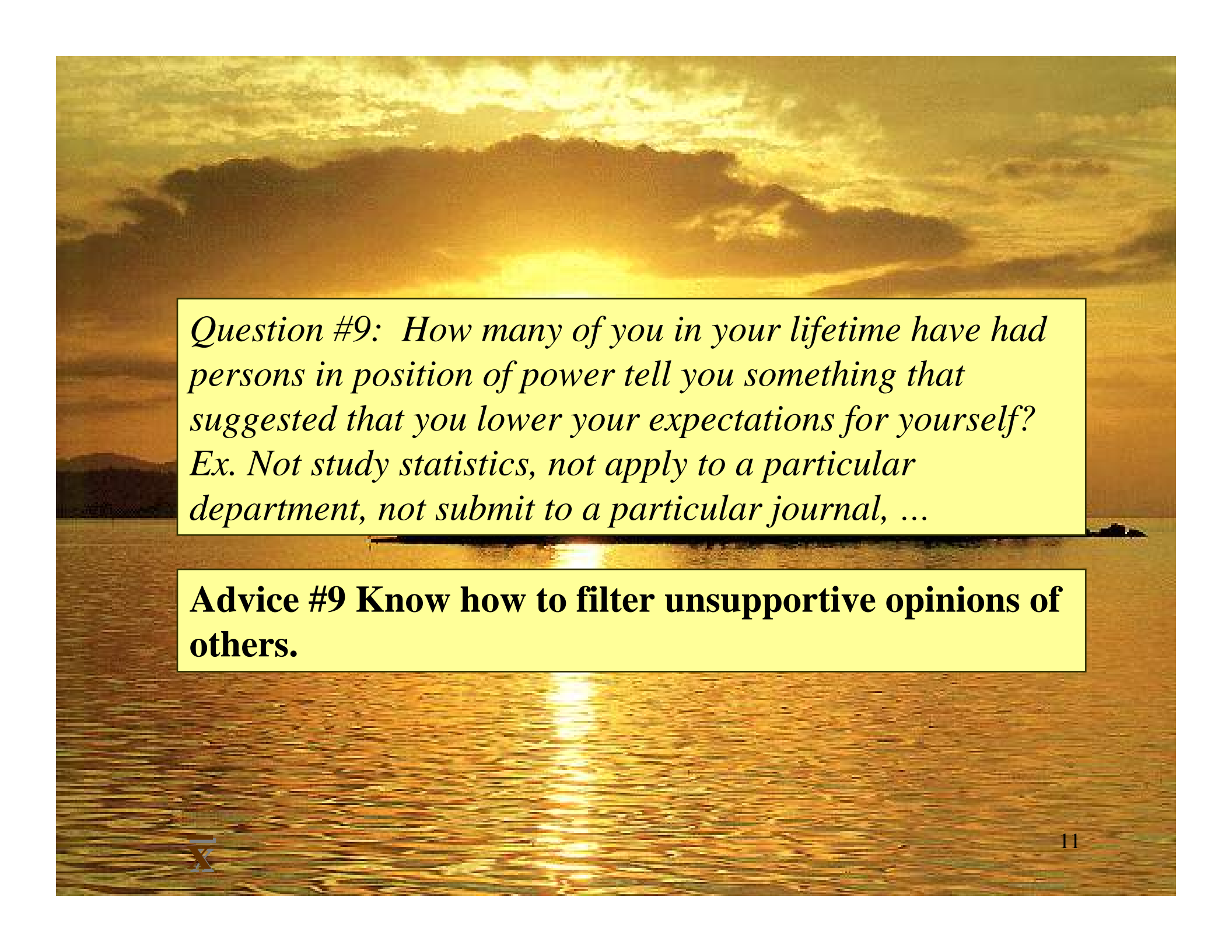
Potential for (Evidence of) positive contribution to department's climate

Potential for (Evidence of) positive contribution to university

A sunset over a body of water with a small island in the distance. The sun is low on the horizon, casting a golden glow across the sky and reflecting on the water. The sky is filled with soft, golden clouds. The water is calm, with gentle ripples. In the distance, a small island with some trees is visible. The overall scene is peaceful and serene.

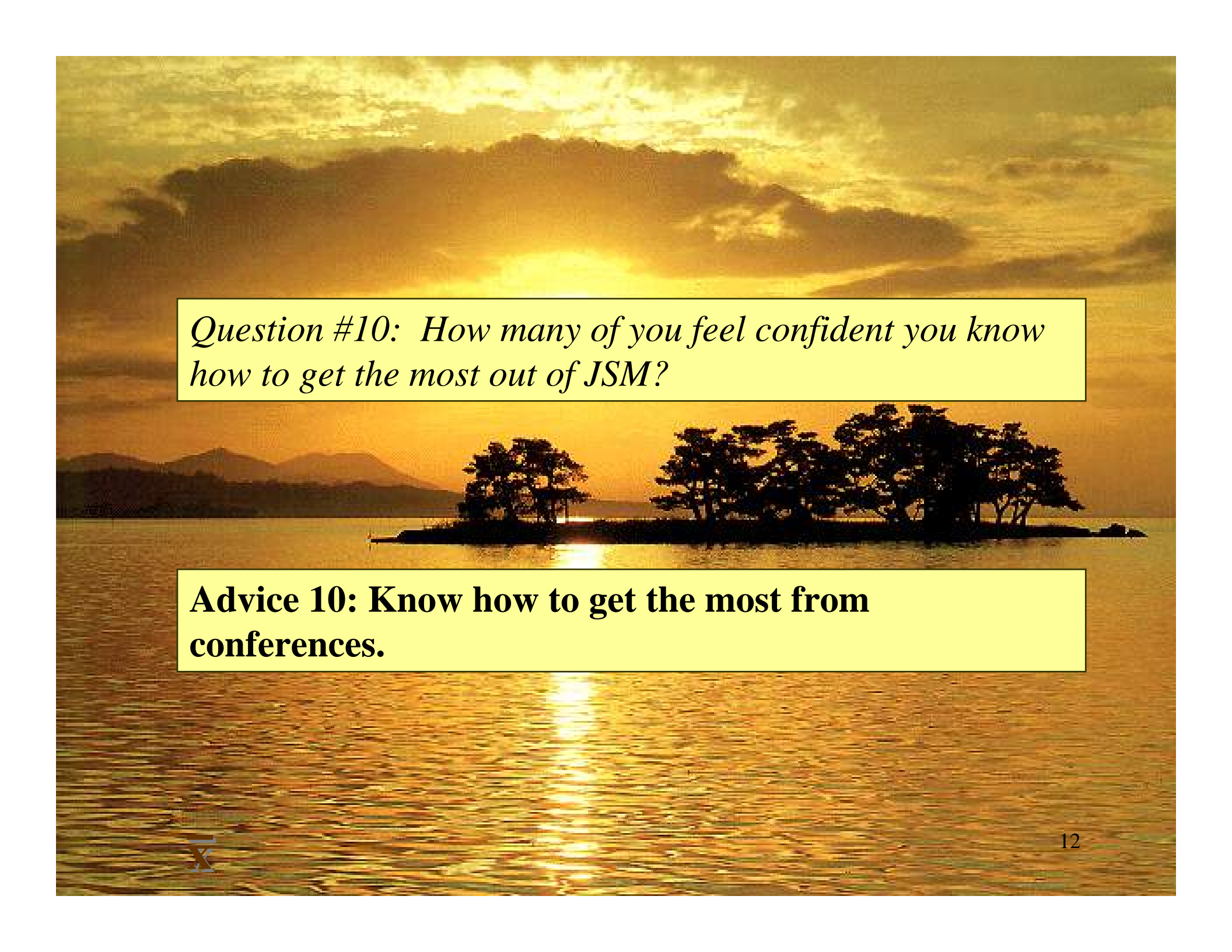
Question 8: How many of you expect to be occasionally mistreated in some way, perhaps your contribution is not recognized, you hear racist or sexist comments about your own race or gender, or something else.

Advice 8: Know how to cope with slights, insensitive comments, and injustices that occur.

A sunset over a body of water with a yellow text box overlay. The sun is low on the horizon, creating a bright reflection on the water. The sky is filled with golden and orange clouds. The text box is a bright yellow rectangle with a black border, containing text in a black serif font.

*Question #9: How many of you in your lifetime have had persons in position of power tell you something that suggested that you lower your expectations for yourself?
Ex. Not study statistics, not apply to a particular department, not submit to a particular journal, ...*

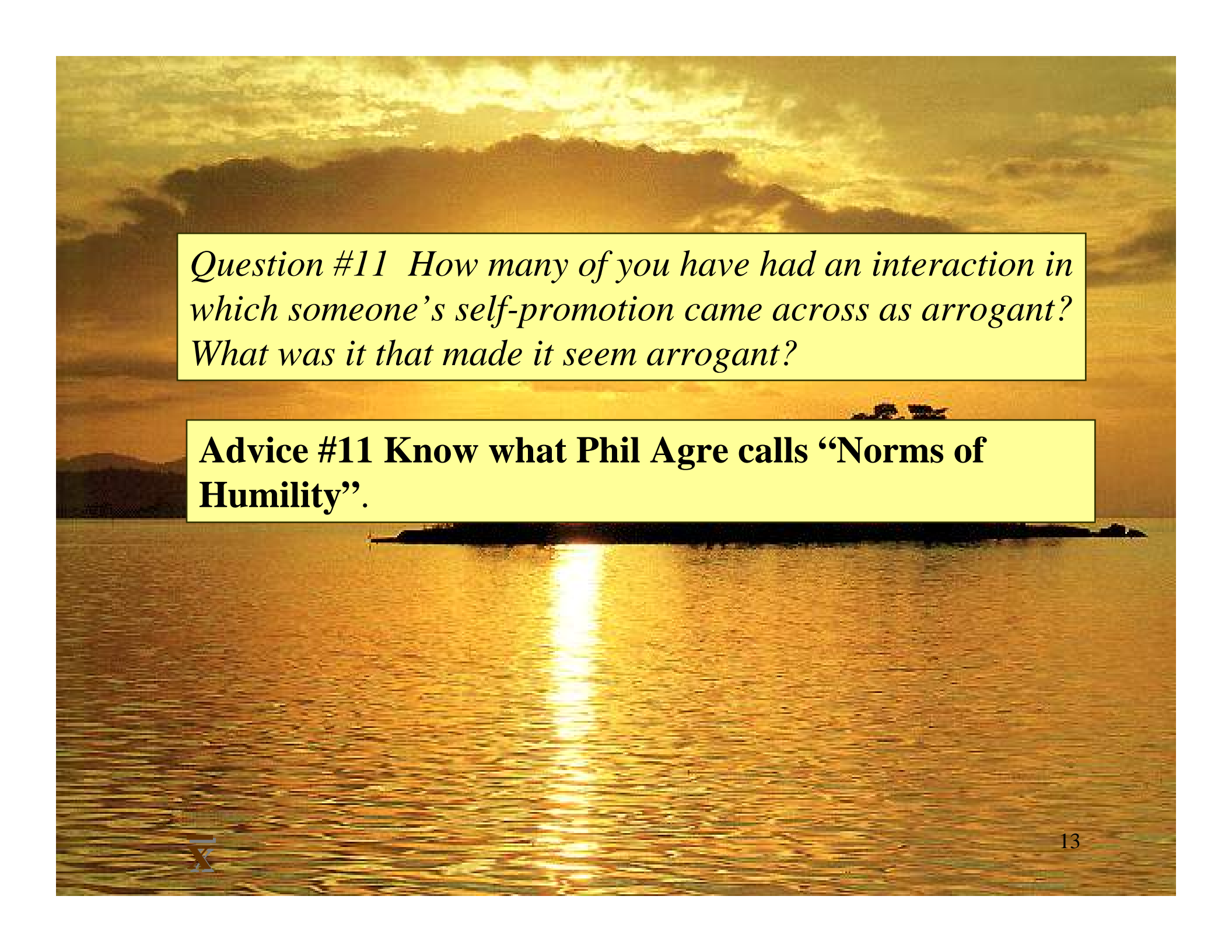
Advice #9 Know how to filter unsupportive opinions of others.



Question #10: How many of you feel confident you know how to get the most out of JSM?

Advice 10: Know how to get the most from conferences.





Question #11 How many of you have had an interaction in which someone's self-promotion came across as arrogant? What was it that made it seem arrogant?

Advice #11 Know what Phil Agre calls “Norms of Humility”.

What You Know

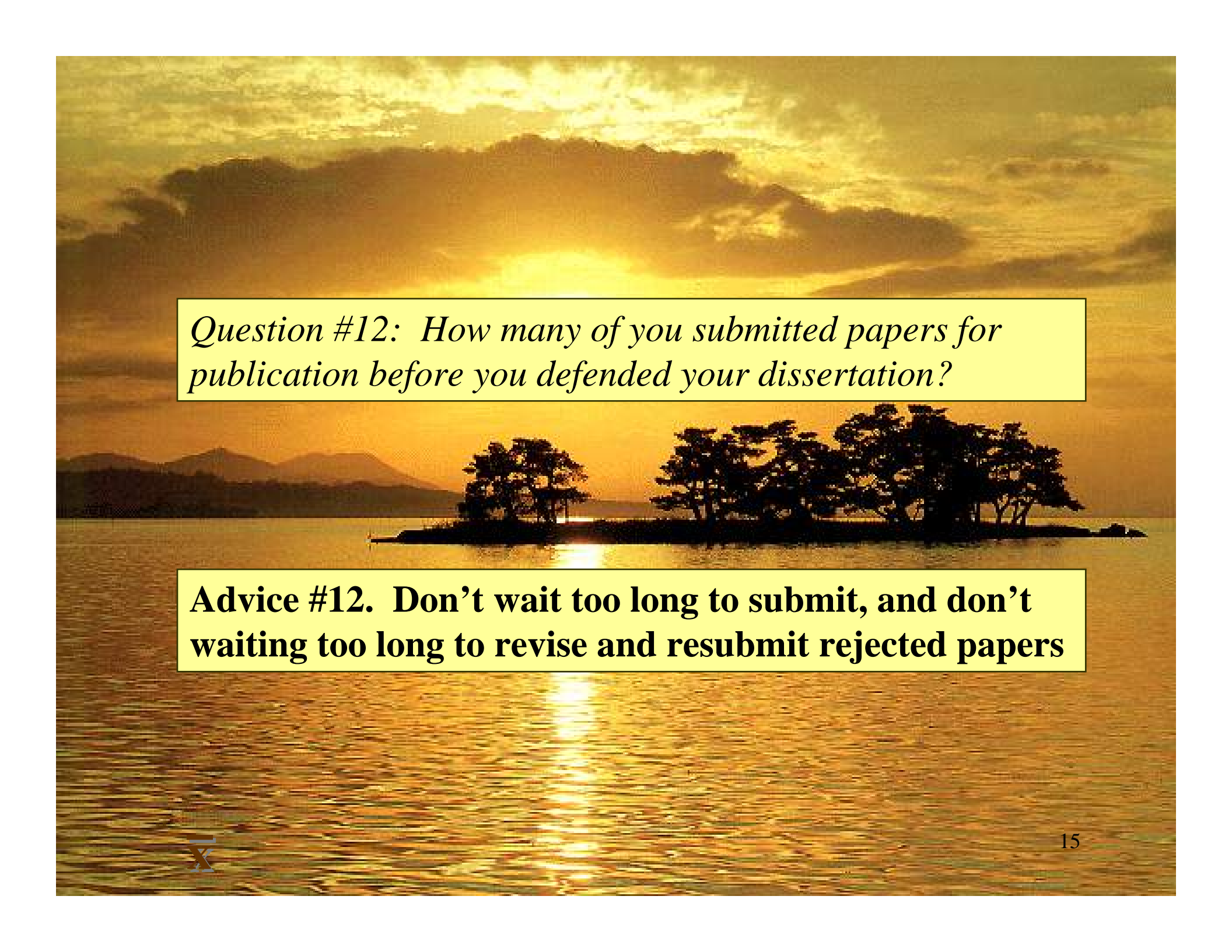
Know who can provide you with access to information and resources you need and show this group the appreciation they deserve

Know the process for performance evaluation

Know how to cope and filter the unsupportive actions of others

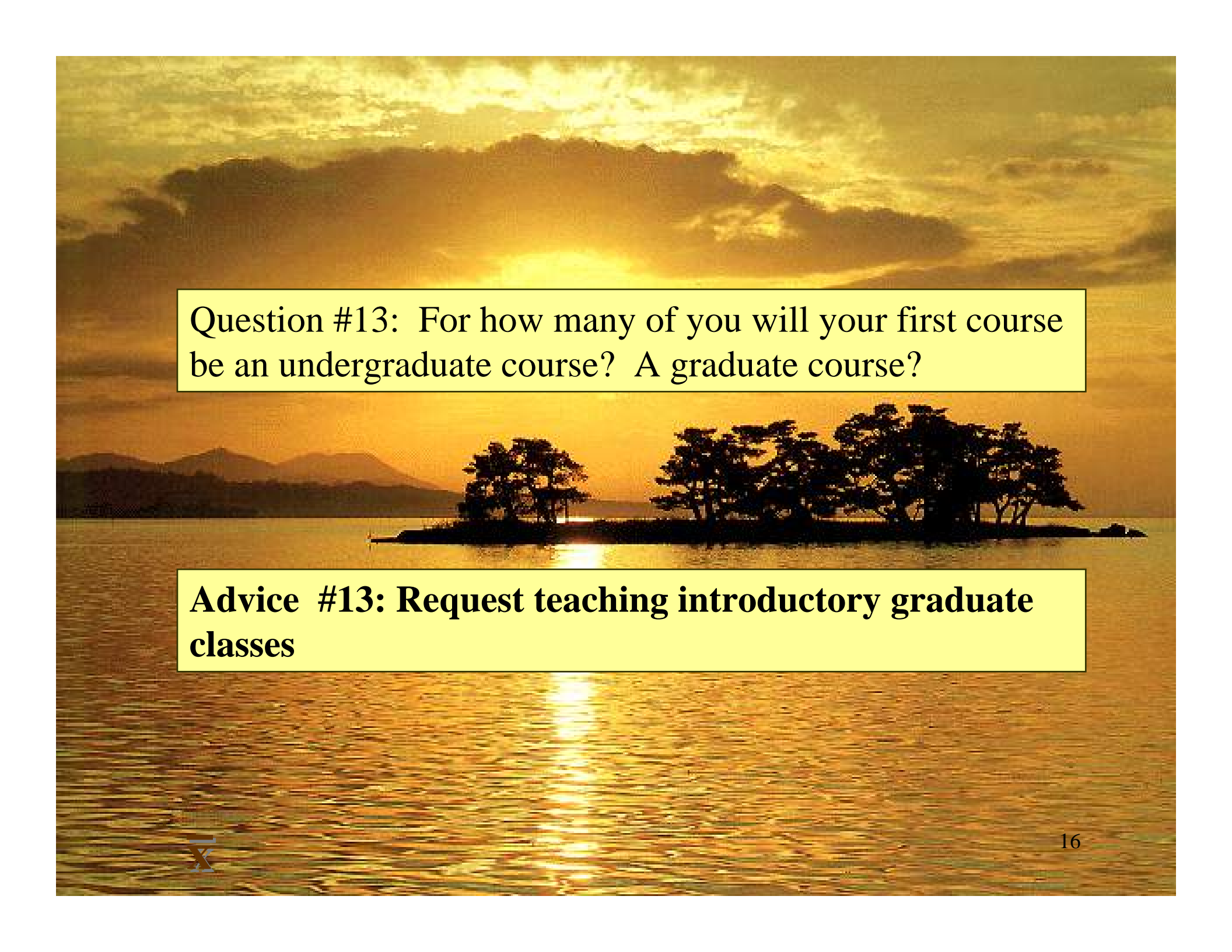
Know how to get the most out of conferences

Know the “Norms of Humility” in self promotion



Question #12: How many of you submitted papers for publication before you defended your dissertation?

Advice #12. Don't wait too long to submit, and don't waiting too long to revise and resubmit rejected papers



Question #13: For how many of you will your first course be an undergraduate course? A graduate course?

Advice #13: Request teaching introductory graduate classes

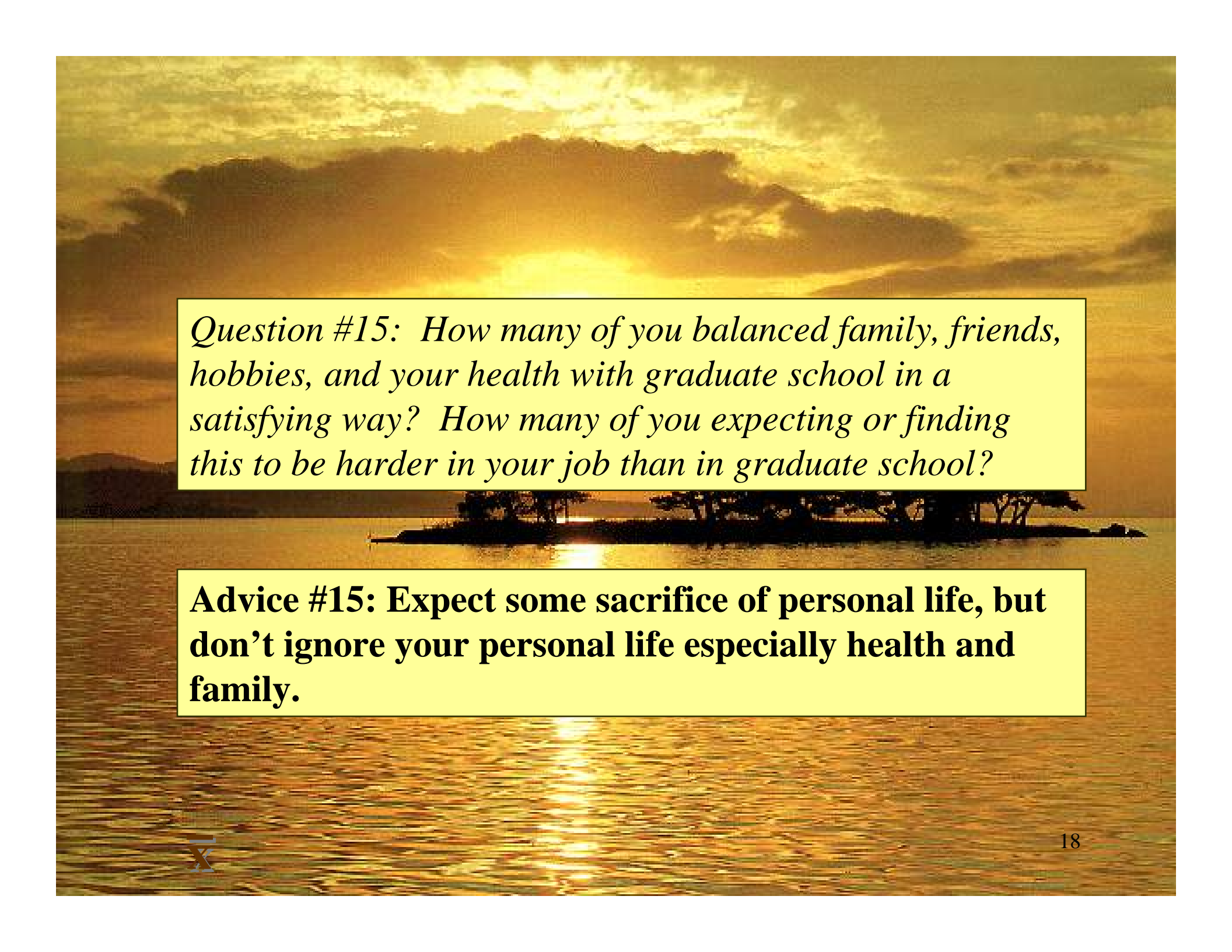




Question #14: How many of you have been advised to protect yourself from committee or service work?

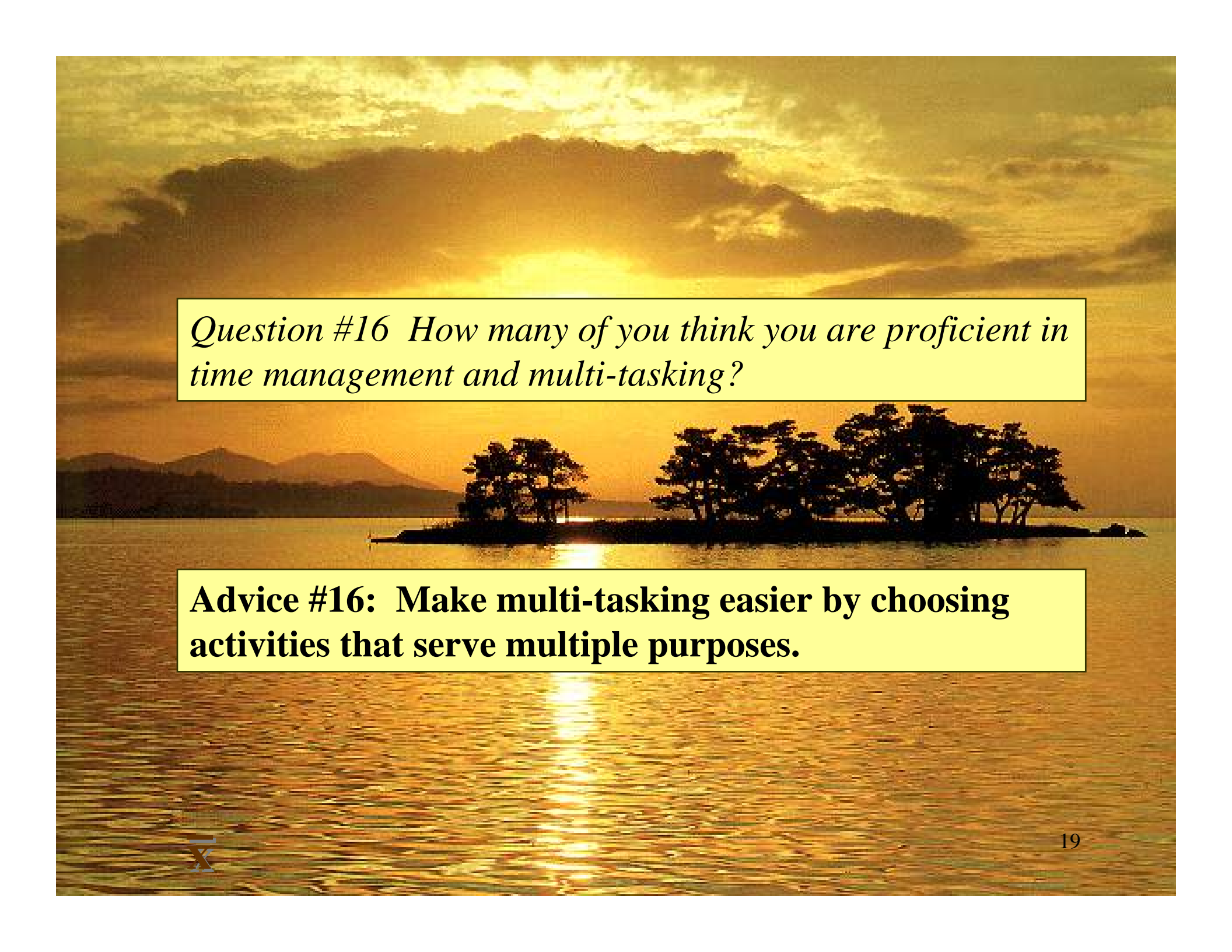
Advice #14: Don't avoid all service work, just select carefully.



A sunset over a body of water with a small island in the distance. The sky is filled with golden light and clouds, and the sun is low on the horizon, casting a reflection on the water. The island in the distance has some trees and a small building.

Question #15: How many of you balanced family, friends, hobbies, and your health with graduate school in a satisfying way? How many of you expecting or finding this to be harder in your job than in graduate school?

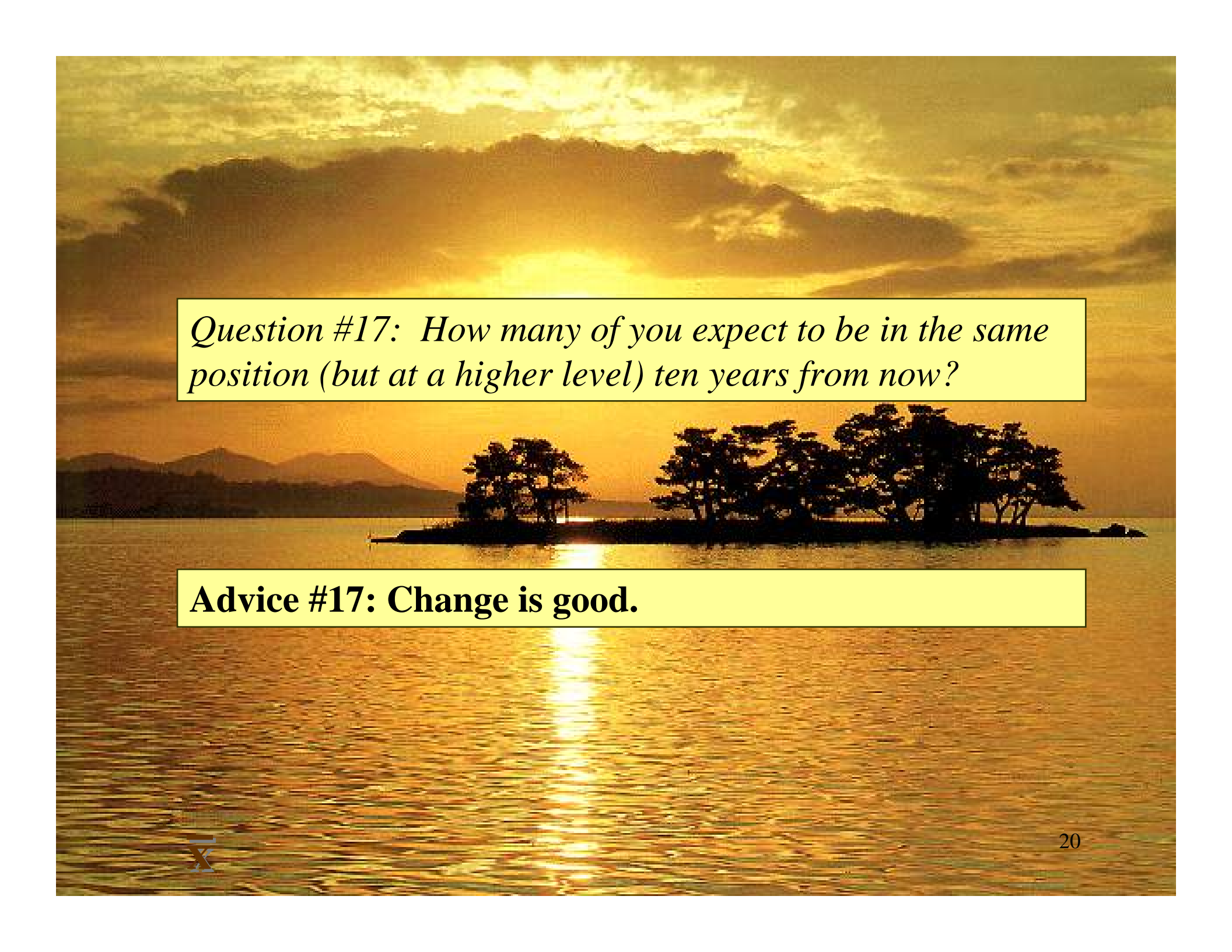
Advice #15: Expect some sacrifice of personal life, but don't ignore your personal life especially health and family.



Question #16 How many of you think you are proficient in time management and multi-tasking?

Advice #16: Make multi-tasking easier by choosing activities that serve multiple purposes.





Question #17: How many of you expect to be in the same position (but at a higher level) ten years from now?

Advice #17: Change is good.