

First SDB Faculty Re-Boot Camp

Re-Boot: Ctrl/Alt/Del (with apologies to the computer keyboard)

How we envision this Re-Boot Camp. What issues will it address?

The one-day “camp” will be held July 22-23rd, immediately preceding the SDB 68th Annual Meeting in San Francisco. The workshop will be limited to 15-20 **mid-career** SDB members who will apply for admission with a simple one-page application. The workshop is organized by the Professional Development and Education Committee (PDEC), with partial support from SDB's official journal *Developmental Biology* and from HHMI. There will be no extra charge to those participating, other than the costs of the annual meeting they will attend thereafter. The rationale behind this new experiment in professional development is that most scientists are interested in improving/smoothing the way along their career path to advance and fulfill their professional potential.

The aims of this Camp are to: *i*) provide suggestions for ways the participants might hone their leadership/management skills to take better **control** of their scientific responsibilities (Our goal is to help in a small way to improve their professional relationships with the students/postdoctoral fellows/technicians they supervise, the students they teach and the colleagues with whom they interact); *ii*) explore the possibility of **alternate** career paths, including considering administrative positions, grants program officer positions, or changing the direction of their scientific research; and *iii*) consider ways to **delete** and prioritize the many tasks in one's professional life. We are using members of the PDEC, SDB speakers coming to the meeting, as well as local expertise to facilitate some of the sessions.

Schedule

The participants are to arrive on **Wednesday July 22nd** by noon.

Lunch and Introductions. We will begin with extended introductions, allowing each participant time to talk about his/her field of study, current position and career path. We anticipate taking at least an hour here to allow the participants to better know one another. We will consider using part of this time for break-out groups, perhaps separating campers into those from small colleges and larger universities.

Know thyself: the Myers/Briggs Type Indicator (MBTI). This first workshop will be devoted to the topic of **Control**. Before coming to the Camp, each participant would have taken the MBTI on-line. This session will involve interactive scenarios regarding personality type and its relationship to leadership roles in running a scientific laboratory. **Bill Lindstaedt** of the Office of Career and Professional Development at UCSF and **Janice Morand** from UC Davis have agreed to run this session. (This session has been the most highly rated at the two previous Boot Camps for New Faculty SDB has organized.) This session is planned to last three hours.

Great Mentors. This second session will be devoted to discussing the importance, even for mid-career scientists, of finding mentors to help with grant writing, submissions of publications, for giving an unbiased assessment of one's progress and for providing help in making informed decisions. Approaching the mentoring of one's students and postdoctoral trainees will also be discussed. Case studies will be used for part of this session, with campers expected to submit scenarios before Camp. (Prizes will be given for the ones chosen for group discussion). This session is scheduled for 1-1.5 hours. **Elliot Meyerowitz**, Biology Chair at Cal Tech, will lead this discussion. HHMI will provide the HHMI-sponsored book **Entering Mentoring** to all.

Dinner and evening session devoted to **Alt: Alternate directions**. The evening session will focus on how one might broaden one's career by taking on administrative duties or transitioning into a new project. A well-known scientist who has successfully expanded his area of study, **Matt Scott** from Stanford, will discuss his journey from working with Hedgehog and Patched in *Drosophila* to currently focusing on various human diseases, including cancer, caused by defects in signaling pathways. We will also feature a scientist who has tried administration and gone back to full time science. **Susan Ernst** at Tufts has agreed to discuss the ups and downs of being the Dean of the College of Arts and Science for several years. These two after-dinner presentations, plus plenty of time for discussion, will take about one and a half hours.

Thursday morning session will start at 8 am with a light breakfast. The morning is planned to contain two workshops and a luncheon session.

Scientific Teaching. Can one's teaching be rejuvenated at the mid-career stage by applying the principles of scientific teaching? Can one's teaching be streamlined to take less prep time, but still be rewarding and effective? Again, here the participants should be able to offer suggestions to their peers from what has worked for them. **Bill Wood**, National Academy of Science member and chair of the PDEC, has volunteered to talk about his research regarding the importance of active, student driven learning and SDB member **Graciela Unguez** of New Mexico State University, a graduate of The National Academies Summer Institute on Undergraduate Education in Biology (at the University of Wisconsin-Madison) has also agreed to participate. About 1.5 hours will be devoted to this session. The book **Scientific Teaching** by Jo Handelsman will be provided for each participant, courtesy of HHMI.

This last workshop could be titled **The Balancing Act** or "How can one better manage one's time, prioritize obligations (bringing in the **Delete** component) and still have a life?" **Mary Ann Mason**, law professor at UC Berkeley (and former Dean of the UC Berkeley Graduate School), whose studies on family life issues were presented at the Sept 2008 National Academies' workshop "*From Doctorate to Dean or Director: Sustaining Women through Critical Transition Points in Science, Engineering, and Medicine*" has agreed to facilitate this session. An hour and a half will be devoted to this topic of interest to all.

The Re-Boot Camp will end by 1 pm on July 23rd, after a short presentation about **The Ins/Outs of Arranging a Sabbatical Leave** by PDEC member **Yolanda Cruz** of Oberlin College, followed by **evaluations** over a box lunch, and closing with a group photo.

Capacity for the camp is 20 and it is restricted to current SDB members (2009 dues paid), with priority to more senior faculty. New and junior faculty are encouraged to consider attending *Boot Camp for New Faculty* given in alternating years. The camp is offered free of charge and campers may request reimbursement for one-night housing. The participants are responsible for their travel and meeting expenses as registration at SDB annual meeting is required. Application for [Teaching Faculty Travel Grant](#) is recommended to help offset meeting expenses.

Please submit the completed [Application Form](#) to SDB by FAX (301-634-7825) or by email (sdb@sdbonline.org) with "Re-Boot Camp" as subject title. Applications are reviewed as they are received, no later than **May 4, 2009**.

