

Education symposia

E-1

The Recipe for Success in Business. JIM JINDRICK. Eller College of Management, University of Arizona, Tucson, AZ 85721. Email: jindrick@eller.arizona.edu

Companies are not static... they are continually changing and transforming functions, patterns, and cycles of organizations. Many conventional rules of business no longer apply. However, there are certain factors that are critical to the health and well-being of virtually every company. In essence, these factors provide a fundamental “recipe” for success in business, a simple guide to understanding even the most complex enterprise. In this presentation, we will examine these critical success factors, the key questions every business must be able to answer, how a business makes money, and how a scientist can thrive in a business environment.

E-2

Skills for Effective Leadership and Team Effectiveness. PAUL DREDGE. Organizations Unlimited, 30 Brantwood Road, Arlington, MA 02476-8004. Email: paul@organizationsunlimited.com

Careers in science begin with complete immersion in the acquisition of scientific knowledge. Recruitment for entry-level positions in both academe and industry is done almost completely on the basis of scientific potential and expertise. It normally takes a few years of work experience for scientists to recognize that their success is dependent not only upon their technical capabilities, but also upon their capacity to work effectively with colleagues, technicians, administrators/managers, sponsors/government agency employees, etc. Over time, the people side of work becomes at least as important as the technical, yet few scientists receive any training at all in this critical aspect of how work gets done. Clients from my 15 years of working closely with science-based companies indicate that scientific challenges at work can be quite vexing, but that the problems posed by interpersonal conflict, bureaucratic

tangles, and lack of clear direction are their biggest headaches. And, on the positive side, they also say that a big scientific breakthrough is no more rewarding than a work team that functions smoothly and makes showing up at work exciting and fun. The two science breakthroughs and great team work are not independent and most often coincide. In this session, we will spend our time exploring three critical dilemmas that must be managed to create a great work team: (1) openness to both new ideas and diversity in personalities and approaches vs. decisiveness about what the focus needs to be and what skills and aptitudes collaborators need to have, (2) courage and wisdom to speak one’s mind effectively vs. discretion to choose one’s times and battles, and (3) inspirational vision for the possibilities vs. dogged determination in the day-to-day grind. A scientific leader is a master of balancing these dilemmas and encouraging others to do so. Team effectiveness depends on managing them, and the dilemmas are not problems; they cannot be solved, and they will never go away (in fact, trying to solve a dilemma merely creates more problems). This brief session will give participants some key tools or refresh their understanding of some key tools for being effective in the people side of science.

E-3

Patent Law and Biotechnology. D. E. ADELMAN. Rogers College of Law, University of Arizona, Tucson, AZ 85721. Email: Adelman@law.arizona.edu

Patent law has long played a critical role in the commercialization of biotechnology inventions. Biotechnology has also influenced the development of several important patent doctrines and remains one of the most important fields influencing patent policy today. This presentation will outline the central legal doctrines and developments in patent law that are relevant to biotechnology researchers, whether they are conducting their work in an academic, government, or private-sector setting. Specific examples will be used to illustrate key legal and practical issues for researchers concerned about the potential implications of patent laws for their work.

E-4

Contrasting Academic and Corporate Cultures. DAVID A. SOMERS. Monsanto Company, Agracetus Campus, Middleton, WI 53562-0999. Email: david.a.somers@monsanto.com

Academic institutions differ from corporations in their missions, and consequently their leadership and organizational structures. In this presentation, these differences and their impacts on the evolution of different institutional cultures will be contrasted and compared. While academic success may not necessarily equate to success in the private sector or vice versa in part due to cultural differences, aspects of success common to both sectors will be discussed. The intent is to prepare individuals transitioning between the public and private sectors to avoid a “culture shock.”

E-5

Having the Right Stuff: Outstanding Resumes and CVs for Outstanding Career Opportunities. ALAINA G. LEVINE. College of Science, The University of Arizona, Professional Master’s Degree Program in Applied Science and Business, Gould-Simpson 929a, Tucson, AZ 85721. Email: alaina@u.arizona.edu

In this workshop, we will discuss the elements of successful resumes and curriculum vitae (CVs). You will learn when to use a resume vs. a CV, the purpose of each, how to identify and communicate your skills and experiences, proper organization, what supporting documents you should have with your resume/CV, and dos and don’ts to make sure you get the interview.

E-6

Interviewing Basics and the Differences Between Academia vs. Industry. GREGORY C. PHILLIPS¹ and JERRY RANCH². ¹Arkansas State University, College of Agriculture, Engineering, Sciences and Mathematics, P.O. Box 1080, State University, AR, 72467 and ²Pioneer Hi-Bred International, Trait Technologies, 7300 NW 62nd Ave., Johnston, IA 50266. Email: gphillips@astate.org, jerry.ranch@pioneer.com

The quality of the resume or curriculum vitae (CV) presentation is the key step during initial screening of applicants to

be invited for an interview. Studies demonstrate, however, that the quality of the interview itself is the determining factor for hiring. Applicants with superior resumes or CVs have lost out to applicants with superior interviewing skills. We will discuss the typical structures of resumes and CVs and illustrate the key components that most hiring managers look for, including educational training and evidence of research productivity. Emphasis will be placed on how the approach may be different for an academic position (where journal publications and service activities may be more highly valued, for example) as opposed to an industry position (where goal setting, meeting timelines, and specific project accomplishments may be more valued, for example). We will then discuss how to make a favorable impression during the interview process, including tips for relaxation, development of confidence, exposure to “trick” questions and why interviewers use them, and how to best present your experience and skills. In addition, we will discuss interviewing “don’ts” such as interrupting the interviewer, fidgeting, avoiding eye contact, and pretending to know answers you do not really know. Professionalism is highly valued during the interview process and consists of a variety of signals that must be practiced to be communicated effectively. People are the greatest investment that organizations make. Most organizations devote significant resources toward recruiting, interviewing, and training people. Therefore, job candidates should similarly devote significant effort into preparation for the interview and the building of a personal inventory, both of which will be necessary for continued professional development.

E-7

Student Networking. DAVID D. SONGSTAD. Monsanto Company, 800 N. Lindbergh, Saint Louis, MO 63167. Email: david.d.songstad@monsanto.com

There are several skills that students should develop while in school to become competitive in the job market. Obviously, two skills are the ability to conduct good scientific experiments and also presenting at the Society for In Vitro Biology (SIVB) and other professional meetings. However, many students overlook the value of networking and how and where to network. At the SIVB Student Networking Luncheon, Dr. David Songstad, a plant scientist for more than 20 years in the industry, academia, and government, will share his networking experiences in a way to help students develop their own career path.