1. Overall Themes/Advice
   1. One of the most appealing qualities of a faculty candidate is willingness to be a team player and help colleagues and department when needed
   2. Mentors are great resources and take advantage of the knowledge and connections
      1. Not just about how to be a better physician, but they may know of job opportunities or openings before they are officially posted/listed
2. Question 1: What makes an attractive faculty candidate? Is it 4th year fellowship, research publications, evidence of leadership?
   1. All are important, but evidence of past leadership and letters of recommendation stating leadership character was cited repeatedly
   2. Willingness to be a team player and move the division/field/patient care forward was highlighted as the most important personal quality
      1. Having evidence of ability to work in team setting – such as past project or committee in which one participated
      2. My take home message for this question was to paraphrase JFK’s famous line “Ask not what your program can do for you, but what can I do for my program”
3. Question 2: What helps to define your career Trajectory?
   1. Do what you are passionate about and find interesting
   2. Do not let the perceived job market affect your decision because that is very fluid
4. Question 3: How should we go about looking for and applying to our first faculty job?
   1. Don’t rely only on job postings!
      1. Just because there isn’t an opening in July/August doesn’t mean there won’t be one in January
   2. Send letters to institutions you are interested and don’t stop after the first, continue to let the institution know you are interested
   3. Ask mentors to recommend where jobs may be available. They most likely have contacts at many programs and may be able to find out about openings before they are officially listed
5. Question 4: What should be done to prepare for your interview as a faculty member?
   1. Similar to what was done to prepare for fellowship interviews
      1. Know about the program and the fields of study of your interviewers
   2. The interview is as much to get to know you and to introduce you to the program as anything else
      1. Be humble! (this was reiterated many times)
   3. Look to see if the division chief and program will help you progress in your career
      1. We talked about you helping the team, now make sure the team will help you too
   4. Do not discuss your demands at the interview this can be negotiated later
      1. Protected time, clinical time, etc…
6. Question 5: How should one evaluate programs?
   1. See if junior faculty feel supported
   2. Find out if advancement opportunities are available
      1. Do junior/mid-career faculty get promoted or does everyone seem to stall
   3. Even if a program does not seem like the correct fit at that time it does not mean a different opportunity will not present itself later
7. Question 6: How do you balance family and career advancement?
   1. Learn to say “no” when you need to
      1. Being a team player is important, but so is taking care of one’s self
      2. Be tactful and don’t leave the program stranded, offer to help find a replacement or someone else to fill in
   2. Consider your family as one of the projects with which you are working
      1. Dedicate just as much time to that as you would any other work project