Planning beyond the pandemic: Faculty career development in the age of COVID-19

Navigating, sustaining, and advancing your career as a faculty member has been a difficult enterprise during the pandemic. While professors are learning many lessons about crisis management as it relates to career development, including strategic planning, resilience, and innovation in the face of adversity, many are using the time to refocus and clarify their dedication to science, students, and humanity.

By Alaina G. Levine

When the pandemic closed down Rochester Institute of Technology (RIT), Kaitlin Stack Whitney, assistant professor of science, technology, and society, saw her research programs halted, her students scatter to the wind, and her own career in a tenuous situation, given that she is pre-tenure. But this insect ecologist snapped into action. With the money she had already lined up for her summer support, she “unfunded” herself and transferred the funds to pay two students who couldn’t do the work they were doing before quarantine. “It was so immediately clear this is what I should do,” she says. “I paid students to do a different project so they could still be doing science, even if it’s not the exact science they thought they’d be doing. I have a responsibility to check in with everyone on my team and prioritize their health and safety above any research goals.”

There are many factors that determine how faculty have continued to press on through the pandemic, including the nature of their research, their career level, and whether or not they have tenure, as well as their teaching load and even the type of university where they work. Timing is also a major element of response, as Anibal J. Valentín Acevedo, assistant professor in the Department of Microbiology and Immunology at the Universidad Central del Caribe School of Medicine in Bayamón, Puerto Rico, attests. The government declared a total lockdown on March 15, but only announced it a few days before. His research relies on human cells that take time to grow and maintain, and with “no idea of where it was going,” he frantically assembled his students. “We started gathering all of our data that we could analyze from home and freezing all our samples,” he says. “We did this in one day. Some experiments we were working on had to be thrown away because we had to stop in the middle.” As a result, he saw his timelines for research outputs upended. “We will not be able to reach any of our scientific goals for this year, and possibly not next year. So, this is a huge impact,” he says. Still, his university has been supportive. “In terms of academic activities, they were specific in saying we can identify academic activities so [that] the students’ training will not be halted,” he shares. And such activities will be considered during his progress evaluation and possible future promotion.

Other scientists have been able to shift quickly to pursue more remote work, but what happens if you’re between jobs? In February of this year, Ulrike Endesfelder, a biophysicist who was finishing up a stint as research group leader at the Max-Planck-Institute for Terrestrial Microbiology in Marburg, Germany, was excited. She was boarding up her laboratory and preparing to fly across the Atlantic for a new faculty role at Carnegie Mellon University (CMU) in Pittsburgh. With an initial start date of April 1, she packed everything into container ships, but two days after they left, the United States enacted a travel ban. “We couldn’t fly into the U.S., and all of my team was trapped in Germany and our equipment was on the ocean,” she says. Moreover, she could not be employed by CMU until she got there, and she had already resigned from Max Planck. Fortunately, Endesfelder was able to be re-employed by the Institute within a few hours, as were her postdoc and Ph.D. students.

When the Institute partially opened in June, she was able to do some basic experiments with equipment owned by former colleagues. And she got very creative about sourcing additional apparatus. “I approached microscope companies and asked them to put their demo microscopes in my lab so I could test them out for them,” she shares. The beta tests she offered were a strategic quid pro quo: “They got my feedback and I got their system for very affordable rental conditions.” But as the pandemic rages on, Endesfelder is still in limbo. “CMU is doing the best they can to help me, and the moment I can travel, I will join them. They gave me access to my startup funds and...”

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COVID-19 presents financial, research, and project challenges that scientists need to overcome.
“I have a responsibility to check in with everyone on my team and prioritize their health and safety above any research goals.””

Kaitlin Stack Whitney

are continuing to renovate my lab space while I am not there,” she says. In the meantime, she is trying to remain upbeat and serve her proteges and her field by planning future investigations.

From bench to kitchen table (and back again)

As the pandemic spread and lockdowns were put into effect, scientists had to grapple with disturbances in their research, teaching, and mentorship plans. Experiments had to cease, sometimes permanently. Samples had to be destroyed, as they would not be viable for future data collection. Work transitioned from lab benches to kitchen counters, as professors contended with rapidly changing research and funding timelines, nonaccess to research infrastructure, full-time parenting duties, and other matters.

And yet, researchers have been able to take some steps while working from home. Venugopalan Pallayil, deputy head of the Acoustic Research Lab in the Tropical Marine Science Institute of the National University of Singapore, studies marine acoustics. “As a principal investigator, my role is to see that projects are progressing, support my staff, write proposals to get funding, and write up papers. All of these things I have been doing from home and I don’t need to go to the lab,” he says. He has also participated in virtual conferences. But his work depends on data from the ocean, often collected and analyzed by staff who are confined to small spaces on marine vessels. As COVID-19 hit, all studies were sidelined, and his laboratory- and field-based work has suffered as a result. “As long as social distancing is in place, it will be very difficult to organize those trips,” he says.

Daniel Abate-Daga, a junior faculty member at Moffitt Cancer Center and the University of South Florida, works on cancer immunotherapy. Typically, his team’s research involves 70% tissue culture with human cells and 30% animal modeling. As of June, his group was slowly returning to the laboratory after months of hiatus. “As mandated by the institution, my team is working in shifts, to maintain social distancing. All meetings are held via Zoom,” he says. “We have adapted to these unfavorable circumstances by focusing on manuscript and grant writing. Also, we have outsourced as many experiments as we’ve been able to. One of the positive aspects of this crisis is that remote work and virtual meeting have been naturalized, and that is likely to stay.”

Part of the overall response to the pandemic is tempering and changing expectations. “It is OK that we are not as productive at this time,” says Stack Whitney. “We need to prioritize our loved ones, and coming from this perspective of everyone’s care, we will improve our science.”

Protocols revisited

For scientists whose work involves extensive field assignments, multiple challenges arose. Isabelle M. Côté, professor of marine ecology at Simon Fraser University in Burnaby, Canada, directs diverse studies that range from invasive species in the ocean to impacts from multiple stressors in shallow water ecosystems, with one commonality. “Almost all work we do is subtidal—sometimes we collect samples and do experiments in labs but almost everything is underwater,” she says. As both department head and dive safety manager for her university (which involves training anyone who uses scuba for their research), she was especially keen on crafting a safe environment to continue with scientific activities during shutdowns. Her examination of exactly how to give guidance to her colleagues birthed a decision tree regarding whether fieldwork should be continued. She tweeted it and received praise for her creation: The Province of British Columbia, where her institution is based, adopted it as part of its own government process.

Indeed, systems engineering has become second nature to many researchers as they work to continue their scientific exploits. Much of Stack Whitney’s research, which involves analyzing insect behavior along highways and in agricultural fields, is supported by federal government contracts, and thus she had to ensure that the contract obligations were being met. First, she turned to her networks and spoke with other ecologists about how they were safely pursuing fieldwork. She also utilized Côté’s decision tree. And then she wrote protocol after protocol, creating written processes for every aspect of the research endeavor, from how to travel to the field site, to how to assess the safety of a data collection action, to who to call in an emergency. “It’s not a bad thing to have a written document for the protocols,” she says. “Some students really like it, and from an accessibility standpoint, it is always great to have multiple modalities for the protocols. It has also helped me to keep everything organized. I love binders and laminated things.”

“As mandated by the institution, my team is working in shifts, to maintain social distancing.””

Daniel Abate-Daga

![Photo: Courtesy of Rochester Institute of Technology. Bottom: Moffitt Cancer Center](https://www.sciencecareers.org/image107x469to292x697.png)

![Photo: Top: Courtesy of Rochester Institute of Technology. Bottom: Moffitt Cancer Center](https://www.sciencecareers.org/image302x48to508x312.png)
out of data. I exploited the moment to write manuscripts on education and neuroscience,” he says.

**Andrew J. Whelton**, associate professor of civil, environmental, and ecological engineering at Purdue University, is using this period to make his lab more efficient while reinforcing his protégés’ critical leadership and crisis management skills. He has developed a plan requiring that every piece of equipment in the laboratory is assigned to two students who know how to operate and troubleshoot it. “If something happens to me, they need to be able to move forward and lessen the blow for themselves,” he says.

“We are teaching how to be resilient in the face of failure,” says Stack Whitney. “We want to show that so much of our work doesn’t end in papers and prizes, and by living through this with them, that we don’t stop, we just adapt. We are going to roll with the punches.” Furthermore, she has been able to emphasize to her students the idea that people come before projects. “When we have a crisis, we show students they are not tools to get me data. They are my collaborators. I want to have that ethos even when we are not in a crisis.”

Creativity has given rise to new solutions. “One thing we have done is try to identify parts of our experimental processes that could be outsourced to outside companies that do this automatically, such as generating reagents,” says Abate-Daga. “We will use this resource in the future. I do think good things can come out of this.”

**A Silver Linings Playbook**

For many professors, the pandemic has reaffirmed their focus not only on serving society at large, but more immediately, on helping their local community of up-and-coming researchers. “Any available resource I can free up for my students is the right thing,” says Stack Whitney. “This is not the time to compromise how I am going to run a lab. This is the time to say that we are going to live according to our values and that my students’ health and safety is a priority. And it should always be.”

Community building is something that **Youssef Travaly**, a senior fellow with Brussels-based think tank Friends of Europe and former vice president, Sciences, Innovation & Partnerships at the Next Einstein Initiative, sees as a global issue. The materials scientist views the pandemic as an opportunity to rally African scientists, especially in the diaspora (community of African scientists living abroad), toward the goal of public health solutions for the continent and beyond. “Our first reaction was how can we, African scientists, respond to this challenge and come up with solutions,” he says.

Tolullah Oni, a public health physician, urban epidemiologist, and clinical senior research associate at the University of Cambridge, recognizes the invaluable opportunity her networks bring. “Through this experience, I’ve really come to understand the true value of the communities of like-minded scientists I belong to, such as the Global Young Academy and the Next Einstein Forum Community of Scientists,” she says. “While these have always been an important nourishing space, in the context of the pandemic, they have now become a priceless source of advice on coping and research adaptation strategies from different parts of the world and a critical source of strength, support, ideas, and inspiration.”

Adds Sandrone: “How lucky we are to be part of this powerful scientific community. We miss the daily contact, so the lesson is to treasure the time we spend with peers. Now is the time to be a mentor even more and to rebuild our scientific communities in the best possible way for the students, who represent the next generations of scientists.”

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Alaina G. Levine is a science writer, science careers consultant, professional speaker, and author of Networking for Nerds (Wiley, 2015).
DEPARTMENT OF MOLECULAR AND HUMAN GENETICS FACULTY POSITIONS

Among genetics departments at U.S. medical schools, the Department of Molecular and Human Genetics at Baylor College of Medicine (https://www bcm.edu/departments/molecular-and-human-genetics/) ranks first in both number of grants and total funding from the National Institutes of Health (NIH). The Department of Molecular and Human Genetics provides a fully integrated environment for physicians and basic scientists, promoting a cross-species approach to functional genetics and a commitment to technology transfer. Activities within the Department include clinical genetics, basic and clinical research, a joint venture diagnostic laboratory, long-standing association with an NIH large scale human genome sequencing centers, medical student teaching, an MS Genetic Counseling program, a Ph.D. graduate program, and residency/fellowship training in medical genetics. The Department has over $100 million in total research funding, 70 primary tenured and tenure-track research faculty members and a total of 140 primary faculty members, who are engaged in a variety of missions including basic and translational research, clinical diagnostic services, and prenatal, pediatric, and adult clinical care. Faculty will have an opportunity to interact with the vigorous ABMGG residency and clinical laboratory fellowship training programs that include over 40 clinical and diagnostic laboratory faculty and over 40 genetic counseling faculty and staff. The training programs attract four to six individuals per year for resident training in categorical Medical Genetics, Combined Pediatrics/Medical Genetics, Combined Internal Medicine/Medical Genetics, and Maternal Fetal Medicine/Medical Genetics, as well as three to four individuals for ABMGG-approved clinical laboratory fellowship training. The Department is seeking individuals for faculty appointments at rank appropriate for achievement and experience. We are currently recruiting for the following positions:

Physician Scientist Geneticist - The Department is seeking MD or MD/PhD trained individuals who have clearly demonstrated their ability to conduct high-impact basic, translational and/or clinical research and compete for scientific funding in the area of medical genetics and model organism genetics. Start-up package commensurate for experience will be provided.

Clinical Geneticist - The Department is seeking MD or MD/PhD trained, ABMGG eligible and/or certified physicians in the area of clinical genetics and medical biochemical geneticist.

Research Geneticist - The Department is seeking PhD trained basic and translational research geneticists (studying any model system), statistical geneticists, and computational geneticists who are focused on elucidating the underlying genetic and genomic mechanisms of rare and common diseases.

Appointments will be at the Assistant, Associate, or Full Professor levels depending on experience. Qualified applicants should email a pdf version of their curriculum vitae and cover letter stating the position for which they are applying to the following email address: mhgfacultyrecruits@bcm.edu

Department of Molecular and Human Genetics
Baylor College of Medicine
One Baylor College of Medicine, MS225
Houston, TX 77030

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DEPARTMENT OF MOLECULAR AND HUMAN GENETICS AND DAN L. DUNCAN COMPREHENSIVE CANCER CENTER
TENURED/TENURE TRACK FACULTY POSITIONS IN GENETICS/GENOMICS

The Department of Molecular and Human Genetics and the Dan L. Duncan Comprehensive Cancer Center (DLDCCC) at Baylor College of Medicine are seeking the following positions:

Genome Instability - an individual for faculty appointment at rank appropriate for achievement and experience, working in any organism on problems in genomic instability, development of novel genetic/genomic tools or other fundamental genetic topics. Successful candidates will have strong basic research programs related to genetic/genomic stability or instability, genome organization, genomics, genome engineering including, but not limited to DNA replication, repair, mutation, genome rearrangements, DNA damage response, mechanisms of heritability and evolution, studied in any organism from bacteria to human. This individual will join the Mechanisms in Cancer Evolution Program in the DLDCCC. However, outstanding individuals in any research area will be considered. Generous start-up support is available, and candidate will be put forward for a CPRIT award.

Cancer Geneticist - an individual for faculty appointment at rank appropriate for achievement and experience in cancer research. Applicants’ research programs may focus on broad ranging topics in cancer genetic research including cancer genomics, mechanisms of cancer therapeutics, cancer model organisms, genome instability, epigenetics and gene expression, and others. Applicants with expertise in computational biology, in combination with basic and/or translational cancer research, are strongly encouraged to apply. Candidates will join a team of multidisciplinary research investigators studying cancer stem cell biology, genomics, epigenetics, and metabolic aberrations in cancer.

Both appointments will be at the Assistant, Associate, or Full Professor level depending on experience. Among genetics departments at U.S. medical schools, the Department of Molecular and Human Genetics at Baylor College of Medicine (https://www bcm.edu/departments/molecular-and-human-genetics/) ranks first in both number of grants and total funding from the National Institutes of Health (NIH). The Dan L. Duncan Comprehensive Cancer Center (DLDCCC) includes over 270 research members in seven different programs who bring in $180M in total cancer relevant funding including nearly $90M from NIH. Curriculum vitae, a brief summary of research plans, along with the names, addresses, and phone numbers of at least three references to the following email address: mhgfacultyrecruits@bcm.edu

Department of Molecular and Human Genetics
Baylor College of Medicine
One Baylor Plaza, MS225
Houston, TX 77030

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**Cell Biology**  
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Chair: Derek Tan, PhD

**Computational & Systems Biology**  
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**Developmental Biology**  
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**Immunology**  
Chair: Alexander Rudensky, PhD

**Molecular Biology**  
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**Molecular Pharmacology**  
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**Structural Biology**  
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FACULTY POSITION
BACTERIAL PATHOGENESIS.

The Department of Microbiology at UT Southwestern Medical Center is seeking a new faculty member in bacterial pathogenesis at the Assistant Professor (tenure track) level. Appointment rank will be commensurate with academic accomplishments and experience. The appointee will be expected to develop a front-rank, competitive, independent research program on a medically relevant bacterial pathogen(s) and/or on concepts relevant to the human microbiome. An important academic responsibility also will be the instruction and mentoring of graduate students. An attractive start-up package, including a competitive salary and generous laboratory space in a modern building, is available to conduct research within a highly dynamic environment of a leading medical microbiology department (https://www.utsouthwestern.edu/education/medical-school/departments/microbiology).

Candidates will be considered for our $2M Endowed Scholars (start-up) Program (http://www.utsouthwestern.edu/education/programs/nondegree-programs/other-programs/endowed-scholars/index.html).

Candidates should have a Ph.D. and/or M.D. degree with at least 3-4 years of postdoctoral experience and an exceptional publication record. Please send a cover letter, C.V., contact information for three letters of recommendation, and a brief summary of future research to: Bacterial PathogenesisSearchCommittee@utsouthwestern.edu.

UT Southwestern Medical Center is an Affirmative Action/Equal Opportunity Employer. Women, minorities, veterans and individuals with disabilities are encouraged to apply.

FACULTY POSITIONS IN DEPARTMENT
OF MOLECULAR BIOLOGY

The Department of Molecular Biology and the Hamon Center for Regenerative Science and Medicine (CRSM) at the University of Texas Southwestern Medical Center invite applications or tenure track faculty positions at the level of Assistant Professor. We are seeking creative and interactive individuals with strong research programs focused on mechanistic aspects of gene regulation and cellular signaling, cell growth and differentiation, and stem cell biology, including the use of cellular and animal models to study development and disease. Attractive recruitment packages, state-of-the-art core facilities, and exceptional laboratory space are available. UT Southwestern has a vibrant graduate program and an atmosphere of collegiality and collaboration.

Candidates should apply online at https://jobs.utsouthwestern.edu/ (search for Job#482864). Applicants should also submit a curriculum vitae containing a summary of past research accomplishments, a statement of future objectives, and names of three references via email to: MolBioSearch@UTSouthwestern.edu

UT Southwestern Medical Center is an Affirmative Action/Equal Opportunity Employer. Women, minorities, veterans and individuals with disabilities are encouraged to apply.

TENURE-TRACK POSITION

The Department of Physiology invites outstanding scientists with Ph.D., M.D., or equivalent degrees to apply for tenure-track faculty positions at the level of Assistant Professor.

Candidates who bring innovative approaches to the study of any under-explored/unexplored questions broadly related to physiology are encouraged to apply. The scientific excellence of the candidates is more important than the specific area of research. These positions are part of the continuing growth of the Department at one of the country’s leading academic medical centers. They will be supported by significant laboratory space, competitive salaries, state-of-the-art core facilities and exceptional start-up packages. The University of Texas Southwestern Medical Center is the scientific home to six Nobel Prize laureates and many members of the National Academy of Sciences and Institute of Medicine. UT Southwestern conducts more than 3,500 research projects annually totaling more than $417 million. Additional information about the Department of Physiology can be found at http://www.utsouthwestern.edu/education/medical-school/departments/physiology/index.html.

Information regarding careers can be found at: https://jobs.utsouthwestern.edu/

Applicants should submit a CV, a brief statement of current and proposed research, and a summary of your two most significant publications describing the importance of the work (100-150 words each). Please arrange to have three letters of recommendation sent on his/her behalf. All items should be submitted to: http://academicjobsonline.org/ajo/jobs/16617. Completed applications will be reviewed starting November 1, 2020. You may email questions to ron.doris@utsouthwestern.edu.

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FACULTY POSITIONS

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FACULTY POSITIONS IN DEPARTMENT
OF MOLECULAR BIOLOGY

FACULTY POSITIONS IN DEPARTMENT
OF MOLECULAR BIOLOGY

FACULTY POSITIONS IN DEPARTMENT
OF MOLECULAR BIOLOGY
The Cecil H. and Ida Green Center for Reproductive Biology Sciences, an endowed basic science research center focusing on gene regulation, is recruiting Tenure-track Assistant Professor Positions. We invite applications from outstanding candidates studying aspects of signaling, gene regulation, and genome function, especially in the areas of chromatin and transcription, epigenetics, nuclear endpoints of cellular signaling pathways, nuclear receptors, RNA biology, genome organization, and genome evolution. We are interested in a wide variety of model systems and experimental approaches, including biochemistry, molecular biology, structural biology, animal models, genetics, genomics, proteomics, bioinformatics, and computational biology. The Green Center’s research programs cover diverse areas of biology, including reproduction, development, endocrinology, stem cells, cancer, metabolism, inflammation, immunity, and neurobiology.

- **Focus 1: Signaling, chromatin, and gene regulation** – Candidates using a wide array of experimental approaches to address fundamental questions in nuclear signaling, chromatin, transcription, epigenetics, and RNA biology.

- **Focus 2: Genomic, proteomic, bioinformatic, computational, and evolutionary approaches to understanding gene regulation** – Candidates using state-of-the-art methodologies that will connect to broader “omic” initiatives in the center.

The Green Center promotes and supports cutting-edge, integrative, and collaborative basic research, as well as strong connections between basic and clinical research. Successful candidates will be housed in a state-of-the-art research facility with a generous start-up package and are expected to establish scientifically rigorous and externally funded research programs and participate in center and university teaching and training programs. To learn more about the Green Center, visit: https://www.utsouthwestern.edu/education/medical-school/departments/green-center/.

Candidates must have a Ph.D. or M.D. or equivalent in a relevant field of study, postdoctoral or comparable experience, and a demonstrated record of research excellence. Applicants should apply online at https://jobs.utsouthwestern.edu/ (search for Job ID 486395) and upload a letter of application, curriculum vitae, and a statement of planned research projects as pdf files. Applicants should also arrange for three letters of reference to be sent directly to GreenCenter@UTSouthwestern.edu. Collection and review of applications will commence October 1, 2020 and will continue during the 2020-2021 academic year until the position is filled, but applicants are encouraged to submit their materials as soon as possible.

**UT Southwestern Medical Center is committed to an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of: race; color; religion; national origin; sex; including sexual harassment; age; disability; genetic information; citizenship status; and protected veteran status. In addition, it is UT Southwestern policy to prohibit discrimination on the basis of sexual orientation, gender identity, or gender expression.**

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**DEPARTMENT OF CARDIOTHORACIC SURGERY**

The Stanford Department of Cardiothoracic Surgery seeks to recruit a scholar with an interest in studying cardiothoracic surgical diseases and their therapies. Areas of investigation would include but not be limited to: atherosclerosis, genetics, molecular and cellular biology, metabolism/myocardial protection, transplant immunology, hematology/blood-prosthesis surface interface, neuroprotection, biomechanics, engineering, device development, thoracic cancer biology, cardiac development, regenerative medicine, translational therapies, and other areas.

The ideal candidate will possess PhD, MD/PhD, or other advanced academic degrees, have completed rigorous training, exemplify innovation, and demonstrate the potential for a successful track record of publishing. Appropriate resources will be made available to help the applicant develop their research program. The applicant will be expected to evolve a funded research effort focused in their area of expertise and to participate in mentorship and teaching activities in the Department of Cardiothoracic Surgery. Surgeon-scientists are also encouraged to apply and will have appropriate clinical responsibilities and resources provided.

Depending upon experience and focus, the applicant will be appointed in the University Tenure Line, the Non-Tenure Research Line, or the Medical Center Line at the Assistant, Associate, or Professor rank. The predominant criterion for appointment in the University Tenure Line is a major commitment to scholarship and teaching. The predominant criterion for appointment in the Non-Tenure Research Line is evidence of high-level performance as a researcher for whose special knowledge a programmatic need exists. The predominant criterion for appointment in the Medical Center Line is a major commitment to demonstrate excellence in the overall mix of scholarship, clinical care, and teaching.

Stanford is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other characteristic protected by law. Stanford is committed to increasing the diversity of its faculty. It welcomes nominations of and applications from women and members of minority groups, veterans, and individuals with disabilities, as well as others who would bring additional dimensions to the university’s research, teaching and clinical missions.

Applicants should send their curriculum vitae and a very brief letter outlining their interests electronically to Ms. Corrine Sanchez (corrine.sanchez@stanford.edu) or via regular mail to:

Philip Oyer, MD, PhD
Search Committee Chair
c/o Corrine Sanchez
CVRB, Falk Bldg., Mail Code 5407
300 Pasteur Drive
Stanford, CA 94305-5407
Koch Institute for Integrative Cancer Research and Department of Biology - Faculty Position

The Koch Institute for Integrative Cancer Research (https://ki.mit.edu), together with the Department of Biology (https://biology.mit.edu/) at the Massachusetts Institute of Technology (Cambridge, Massachusetts) invites applications for a junior faculty appointment. Appointments are expected to be in the MIT Department of Biology, but other MIT departments will be considered, if appropriate. Applicants are expected to develop and lead a vibrant, independent research program and to share our commitment to undergraduate and graduate education by teaching courses and supervising graduate and undergraduate research. We are particularly interested in candidates who will help promote and provide diversity.

The Koch Institute is an NCI-designated Cancer Center, featuring a broad spectrum of cancer relevant research ranging from basic mechanistics as well as computational and machine learning approaches to cancer research. The successful candidate will have laboratory space in the Koch Institute.

Applicants should include curriculum vitae, brief summaries of past accomplishments, a description of future research plans, and a statement on their commitment to teaching, mentoring, diversity, and outreach that describes the candidate’s experience in these areas and/or how they envision contributing to our ongoing efforts (https://biology.mit.edu/about/diversity/). Letters of recommendation should be sent separately from three individuals able to evaluate the candidate’s accomplishments and future potential for both research and teaching.

To apply, submit application materials to https://academicjobsonline.org/ajo/jobs/16771. Completed applications will be reviewed starting October 1, 2020. Ads accepted until Sept. 25 if space allows.

TENURE-TRACK ASSISTANT PROFESSOR

The NIH Center for Dietary Supplements and Inflammation (CDSI) at the University of South Carolina (UofSC) invites applications for two tenure-track ASSISTANT PROFESSOR positions with research expertise in Inflammation. The phase-2 Center of Biomedical Research Excellence (COBRE) will provide NIH research support and mentoring to junior faculty who have not received NIH R01 or similar grants as a PI, to become successful independent investigators. More information is available at: https://sc.edu/study/colleges_schools/medicine/centers_and_institutes_new/center_for_dietary_supplements_and_inflammation/index.php

Candidates must have a PhD or equivalent, and at least 3 years of postdoctoral research experience. Competitive salary and startup funds are available. Please submit CV and a statement of research and teaching interests with names of 3 references to Dr. Mitzi Nagarkatti, Chair, Department of Pathology, Microbiology, and Immunology, University of South Carolina School of Medicine, Columbia, SC 29208 by applying to: http://uscjobs.sc.edu/postings/85684. The search will start immediately and will continue until the position is filled.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth or related medical conditions.
OPEN FACULTY POSITION  
INSTITUTE OF MOLECULAR BIOLOGY  
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Tenure Track Assistant Professor in Chemistry or Chemical Engineering  
at the Ecole polytechnique fédérale de Lausanne (EPFL)

EPFL is a leading university with strong emphasis on basic sciences, engineering and life sciences. Research within its Institute of Chemistry & Chemical Engineering (ISIC) includes synthetic and biological chemistry, chemical engineering and physical, analytical and theoretical chemistry.

ISIC is in particular involved in a national multi-disciplinary effort to promote the development of more sustainable processes for energy and chemical production via a National Centre of Competence in Research, the NCCR catalysis, composed of about 30 research groups at EPFL, ETHZ and further Swiss Institutes and Universities: www.nccr-catalysis.ch

We invite applications for a tenure-track assistant professor position in all areas of chemistry and chemical engineering.

Areas of particular interest are digital chemistry, including but not limited to machine learning and automated laboratories, and biotechnology/synthetic biology related to chemical production.

We seek candidates with a strong commitment to excellence in teaching at the undergraduate and graduate levels and an outstanding research record. As professor of chemistry or chemical engineering, the successful candidate is expected to initiate and develop a creative research and teaching program at the forefront of the discipline. They will participate actively in the NCCR catalysis, as part of a multi-disciplinary effort to develop sustainable chemistry at the national and international level.

Significant start-up resources, research budget (including a fixed annual budget for salaries and consumables) and state-of-the-art research infrastructure are available. Salaries and benefits are internationally competitive. We offer a highly international environment that is multi-lingual and multi-cultural.

Applications including cover letter, curriculum vitae, publications list, concise statement of research and teaching interests as well as the names and addresses (including email) of at least three references should be submitted in PDF format exclusively via the website https://facultyrecruiting.epfl.ch/position/23691278 by November 1st, 2020

Enquiries regarding the position may be addressed to:  
Prof. Nicolai Cramer  
Director of the Institute of Chemistry & Chemical Engineering at EPFL  
Email: nicolai.cramer@epfl.ch

Enquiries regarding the NCCR catalysis may be addressed to:  
Prof. Jerome Waser  
co-Director at EPFL  
Email: jerome.waser@epfl.ch

For additional information on EPFL and ISIC, please consult: www.epfl.ch or www.isic.epfl.ch

EPFL is an equal opportunity employer and family friendly university. It is committed to increasing the diversity of its faculty. It strongly encourages women to apply.

Yale University  
School of Medicine

FACULTY POSITION AT THE ASSISTANT PROFESSOR LEVEL

DEPARTMENT OF CELLULAR AND MOLECULAR PHYSIOLOGY

The Department of Cellular and Molecular Physiology is conducting a search for new faculty members at the assistant professor level.

The search seeks candidates whose research connects the properties of molecules to the properties of physiological systems.

Excellent opportunities are available for collaborative research, as well as for graduate and medical student teaching. Candidates must hold a Ph.D., M.D., or equivalent degree. Applicants should include a cover letter, curriculum vitae, a statement that describes past research accomplishments and future goals, and should arrange to have three letters of reference sent. Applicants should apply at the following website: http://apply.interfolio.com/78493

Application Deadline: November 2, 2020

Yale University is an Affirmative Action/Equal Opportunity Employer and welcomes applications from women, persons with disabilities, protected veterans, and members of minority groups.