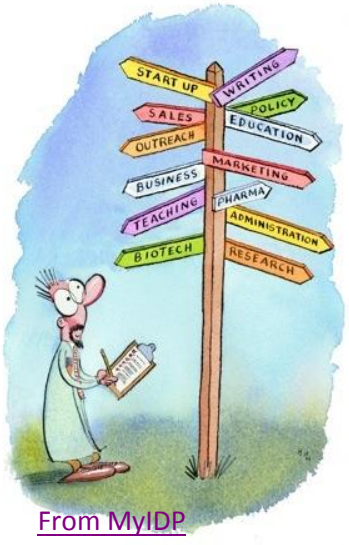


From MyIDP

Strategies for Expanding Your Networks and Documenting Your Contributions

This workshop will help you explore your collaborative networks to do a gap analysis to help you assess where you need to expand your collaborations to build the expertise needed to advance your career.

What do you do? Take a minute or two to reflect upon the alignment of your job, your daily work, and the sort of work you want to do, and then spend a few minutes talking with your neighbors about how these questions align:

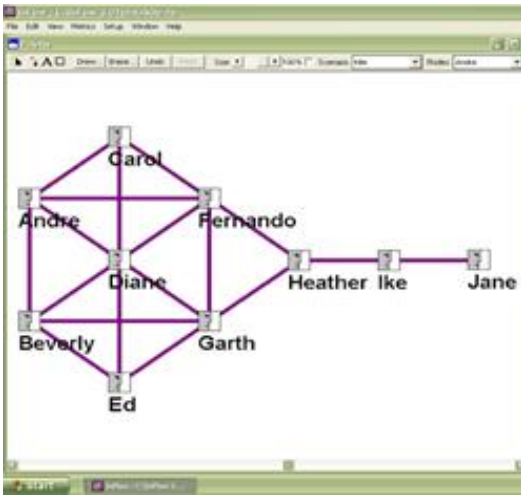
- What are your assigned duties?
- What do you actually do each day?
- What will you do in the next phase of your career?

With whom do you work? Follow up on the previous discussion to do a collaborative network analysis to assess how your networks will expand as you advance your career.

- With whom do you work at UA? Map out the individuals and types of people with whom you work—in your research, your teaching, etc.
- With whom do you work outside UA? List mentors, community and business collaborators, and collaborators on publications, grants, & presentations
- With whom will you be working in the next phase of your career?

Where are the strengths and gaps in your experience and how can you expand your networks to advance your work? Overlay your experiences on your collaborative networks to assess your strengths and areas for expanding your collaborative expertise. Choose one strength and one gap in your collaborations where you need to expand your networks to build your expertise. Describe your strength to your neighbors. Follow to analyze how you can leverage your collaborative networks to fill in a gap in your experience.

Social Network Analysis *is the mapping and measuring of relationships and flows between people, groups, organizations, computers, URLs, and other connected information/knowledge entities.* (excerpted from Orgnet)



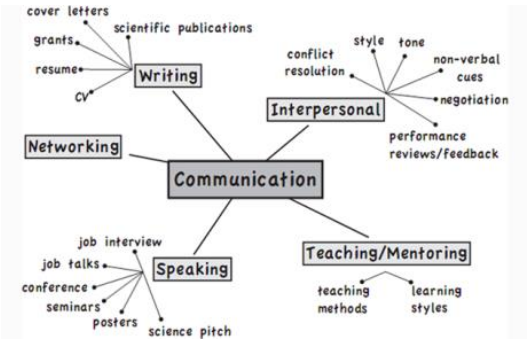
Degree Centrality: *The number of direct connections a node has. What really matters is where those connections lead to.*

Betweenness Centrality*: A node with high betweenness has great influence over what flows -- and does not -- in the network.*

Boundary Spanners: *Nodes that connect their group to others usually end up with high network metrics. Boundary spanners are well-positioned to be innovators, since they have access to ideas and information flowing in other clusters. They are in a position to combine different ideas and knowledge, found in various places, into new products and services.*

http://www.orgnet.com/sna.html

Individual Development Plan for Postdoctoral Fellows: The postdoc IDP was created to help postdocs and mentors develop strategies for career advancement. The online tool is free and is supported by a series of related readings from *Science* that complement the ones on networking included on the next page.



A map of an area of expertise from Elevator Pitches for Scientists

Networking Resources (descriptions and links included below are from this *Science* article)

- *Mastering Your Ph.D.: Making the Most of a Conference: Conferences are a great opportunity to start building your scientific network, which can yield benefits in the form of collaborations, recommendation letters, and postdoc appointments.*
- *Networking on Your Doorstep: Attending international conferences and earning mobility fellowships can be great ways to expand your network, but just popping your head around the corner in your own department can be very effective, too.*
- *Informational Interviewing: Getting Information You Can Use: Although the key objective of informational interviewing isn't networking, the contacts you make may end up helping you find a job.*
- *Networking: How to Get a Good Connection: You can network in various venues and by many methods, including by phone, when giving a presentation, or face-to-face at a conference.*
- *Lucky Accidents, Chance Encounters, and the Prepared Job Seeker: Every day, we meet people who could potentially be important for our career development. Here are some good habits that will help you see these opportunities as they come up and seize them when they do.*
- *How to Work a Scientific Conference: Try developing a strategy to help you network at conferences. If you're shy, for example, consider spending some time tagging along with your adviser, who might be able to introduce you to some important people in the field.*
- *Cold emails and hot coffee: Take action on your career: Ph.D. students and postdocs at the University of Michigan have created their own fast-track method for building professional networks: the Active Career Exploration (ACE) plan for career development.*
- *Creating a Successful Online Presence: Using social media wisely may open up your networking opportunities and even help you land a job.*
- *Where the jobs are: The recently published guide* Networking for Nerds: Find, Access and Land Game-Changing Career Opportunities Everywhere *explains how scientists can foster serendipity and harness mutual benefit to advance their careers, both in and outside academe.*
- *Why networking feels so 'icky': To overcome qualms, it helps to see networking as something other than naked self-promotion—for example, by viewing it as developing a source of knowledge that can also benefit co-workers.*
- *Opportunities Come Through People: Forget schmoozing, gossiping, and shameless self-promotion over cheese cubes and plastic cups of wine. Networking is a process of cultivating professional relationships by being authentic, sharing information, and working together to achieve the shared goal of doing good science.*
- *The Informational Interview: Networking is about providing information about yourself and collecting information about other professionals and professional opportunities, which is why the informational interview is the ultimate networking tool.*
- *Network Your Way Into Work: Index of Articles: Networking expert Dick van Vlooten shares insights and anecdotes related to his seven fundamental laws of networking.*
- *Advanced Networking: Six Techniques for Maintaining Professional Momentum: The number and quality of job opportunities that you will find in your job searches will depend heavily on how deep a network you have developed. Follow these tips to help keep your network at its best.*
- *Three rules for powerful questions: The same principle holds true throughout your job search, networking events, and informational interviews: People remember good questions, and you can make that work in your favor in a big way.*
- *Networking, Part 1: Making the Most of Your Contacts: Our Tooling Up columnist follows a postdoc as she makes her way through a difficult networking phone call with someone just a couple of steps ahead of her on the career ladder.*
- *Networking, Part Two: More Networking Scenarios: After identifying the name of a senior person at her target company, a job seeker makes the brave decision to cold-call her.*