

Graduate Student Symposium: Transitions: Preparing for Your Future

102 Surviving the transition from thesis to published manuscript: An editor's perspective of the review process. J. L. Sartin*, *Auburn University*.

This talk will be oriented to the graduate student with a focus on how the editorial process works behind the scenes. This will range from how reviewers are selected to how decisions are made about whether to publish or reject a manuscript. Common problems cited by reviewers will be listed as well as a discussion of how to respond to the reviewers comments. The end of the session will be a discussion of the options for what to do in the event a paper is not published.

Key Words: journal, review, author

103 Taking the reins: Transitioning from PhD student to associate professor. K. A. Vonnahme*, *Department of Animal Sciences, Fargo, ND*.

Congratulations! You are ready to begin your own research program! How can you guarantee your success in getting tenure? The journey toward tenure begins before you accept any job offer. Make sure you start in the right place. Do your homework: Do the values of the institution match your values? What are your future colleagues like? How will your research interests fit in with those that will surround you? After you decide on a place, PLAN. Tenure is just 6 short years away, and you need to have a written game plan that you share with your lab and your significant other. Here are 6 tidbits that aided my way to obtaining tenure. 1) Surround yourself with good people. Ask the right questions as you interview graduate students, post-docs, and technicians. Taking more time before the hire makes the time after you get the job more pleasant. 2) Motivate those around you. Motivation is different for everyone, but people will work hard if you show that you care and appreciate their efforts. Remember that their successes are your successes, too. 3) Find a mentor. A formal mentor may be given to you at hiring, but seek out others whose programs are already successful. They will share their successes and headaches. Listen. 4) Begin your promotion and tenure document the day you begin. This is a tedious task that is a necessary evil—embrace it early. 5) Manage your time. Keep one calendar for both your professional and personal appointments. This leads to greater efficiency. Make use of small pieces of time. 6) Having it all. Make sure you choose your partner wisely. You will take your job home with you quite often, and having the support and understanding of someone at

home makes life so much easier. Remember that your PhD program has trained you in many areas that will guarantee success in a tenure track position: excellence in your field of study, how to interact with various types of people, the ability to gather and analyze data, the ability to organize your studies and your time, the confidence to act on intuition, integrity, and resilience. Continue to hone these skills as you transition to an associate professor.

Key Words: career, promotion and tenure, success

104 Animal scientists of the future – Embrace change, challenges and opportunities. M. E. Benson*, *Washington State University, Pullman*.

Academia and the animal sciences are in a dynamic era and those who embrace change and see and create new opportunities are those who will be successful. Academic success will continue to require all of the technical skills and competencies that have always existed in a chosen discipline or mission. Changes in funding sources, clientele demographics and the increasing role society will play in influencing research and education priorities and activities will require nimble people capable of responding to and anticipating challenges. Five attributes that can help a new faculty or staff member to be successful include: an ability to thrive in a changing environment, enjoying and valuing interdisciplinary opportunities and relationships, the willingness and ability to be entrepreneurial, the willingness and ability to communicate science and its implications, and the ability to be an innovator. With change also comes the need for individuals to work collectively to accomplish new tasks, teach new courses, respond to emerging issues and extend knowledge to the public. The reality is that new skills and techniques will be required to address tomorrow's increasingly complex questions. Those who are willing to acquire new skills that can contribute new expertise and who are willing and able to lead interdisciplinary research teams will be those best positioned to achieve external funding success. A skilled innovator will find ways to turn challenges into opportunities and capitalize on those opportunities. Looking for and finding ways to do the *impossible* are characteristics tomorrow's elite animal scientists will possess. We must capitalize on change and those who can will find exciting and rewarding times ahead.

Key Words: success, innovation, academia