

Invited Panel on Effective Self-Promotion to Advance Your Career in Statistics

Moderator: Johanna G. Nešlehová (McGill University)

Co-organizers: Janet Buckingham, Amber Puha, Paula K. Roberson

Sponsors: **Joint Committee on Women in the Mathematical Sciences**

Caucus for Women in Statistics, Committee on Women in Statistics

Institute of Mathematical Statistics

Royal Statistical Society

International Chinese Statistical Association

Committee on Career Development

Statistics Without Borders

JSM 2016

The panelists

- **Charmaine Dean**, Western University, London, Ontario
- **Martha Gardner**, General Electric Company
- **Nicholas P. Jewell**, University of California at Berkeley
- **Nandini Kannan**, National Science Foundation
- **Michael R. Kosorok**, University of North Carolina at Chapel Hill

The Plan

- **Part I:** The need to self-promote & active self-promotion with specific goals in mind
- **Floor discussion and questions**
- **Part II:** Setting personal priorities, responding to failure & asking for assistance
- **Floor discussion and questions**
- **Part III:** Being proactive in multidisciplinary teams & cultivating a supportive work environment
- **Longer floor discussion and questions**

- Why are people, and women in particular, hesitant to self-promote?

“Men apply for a job when they meet only 60% of the qualifications, but women apply only if they meet 100% of them.”

Harvard Business Review, August 25, 2014

Panel leaders: Michael Kosorok & Charmaine Dean

- Actively self-promoting with specific goal in mind

Panel leaders: Nicholas Jewell & Martha Gardner

Part II

- Strategies for setting personal priorities

Panel leaders: Charmaine Dean & Michael Kosorok

- Ways to respond to failure

Panel leaders: Nicholas Jewell, Charmaine Dean & Michael Kosorok

- Asking for assistance

Panel leaders: Nandini Kannan & Martha Gardner

- How can we as statisticians be more proactive in getting 'to the table' in multidisciplinary teams?

Panel leaders: Nicholas Jewell, Nandini Kannan & Martha Gardner

- Cultivating a supportive work environment — roles for leadership and team members; can a toxic environment be changed?

Panel leaders: Martha Gardner & Michael Kosorok

Suggested reading from panel members

- *Forget a Mentor, Find a Sponsor.* Sylvia Ann Hewlett, Harvard Business Review Press (2013) (www.sylviaannhewlett.com)
- *Executive Presence: The Art of Commanding Respect Like a CEO.* Harrison Monarth, McGraw-Hill Education (2009)
- *Talk Your Way to the Top: Communication Secrets to Change Your Life.* Kevin Hogan, Pelican Publishing (2000)
- *The Big Book of Self Promotion.* Suzanna MS Stephens, Harper Design (2009)
- *Never Eat Alone, Expanded and Updated: And Other Secrets to Success, One Relationship at a Time.* Keith Ferrazzi & Tahl Raz, Crown Business (2nd edition, 2014)

Suggested reading from panel members (cont'd)

- *Lean In: Women, Work, and the Will to Lead*. Sheryl Sandberg, Knopf (2013)
- *It's all Politics, Winning in a World Where Hard-Work and Talent are Not Enough*. Kathleen Kelley Reardon, Crown Business (2006)
- *The Loudest Duck: Moving Beyond Diversity while Embracing Differences to Achieve Success at Work*. Laura A. Liswood, Wiley (2009)
- *Why Women Don't Apply for Jobs Unless They're 100% Qualified*. Tara Sophia Mohr, Harvard Business Review, August 25, 2014 (<https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified/>)