

How to succeed outside Japan —for Japanese participants—

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I don't know!

- The answer to this question is individual
- a big factor of luck
- but I do see *strategies* people take (I myself didn't know about when I was postdoc)
- If you are competing for jobs at a similar level of performance, small differences may matter
- probably a good idea to know what a “typical” competitor is
- my experience is mostly in the US and some in Europe
- mostly cultural lesson
- these are *things I wished I knew*

Communication

- **Importance of talks.** They are opportunities to impress multiple senior scientists at once, to be remembered. If you manage to impress some senior people, they may even write letters for you.
 - Don't assume too much about what the audience knows.
 - Make conclusions clear; they can be even shown at the very beginning.
 - Motivations and big picture are important.
 - Start simple, technical details later. Tell jokes to keep the audience engaged.
 - Keep slides simple, clean, not crowded.
 - Use visual impact.
 - Practice!
- **Ask questions during seminars.** Don't be ashamed even when you don't know something. It is only a matter of learning. On the other hand, if you can't interact with seminar speakers or others, people think you have nothing to say or add. Good questions impress people. Don't pretend you know something you don't know. Make good suggestions for future directions. Don't make bluffs. People will eventually see through you.

Communication

- **Don't be intimidated by English.** It is completely OK to speak broken English. Most scientists are used to it. Show your passion to communicate what you have to say. Get used to different accents. If oral communications are difficult, write down what you want to say and send emails or texts. Don't give up.
- **Brush up your conversational skills.** Read up on newspapers or novels, watch movies to enhance your vocabulary and topics for conversation.

Elevator Pitch



visibility

- Importance of **exposure**. You need to be known in order to receive job offers. Writing good papers is not good enough. These days, people may not read your papers unless they know you already. Go to meetings, workshops, conferences. Visit other institutions. Present attractive posters. Interact with senior scientists. Make sure to give good talks. Prepare elevator pitch so that you wouldn't miss your 30-seconds opportunity. Speak straight to the point before delving into details.
- be **near** subjects of fashion, not right along the fashion, but not too far
- bring ideas from **other fields** often make you look special

Luis Alvarez

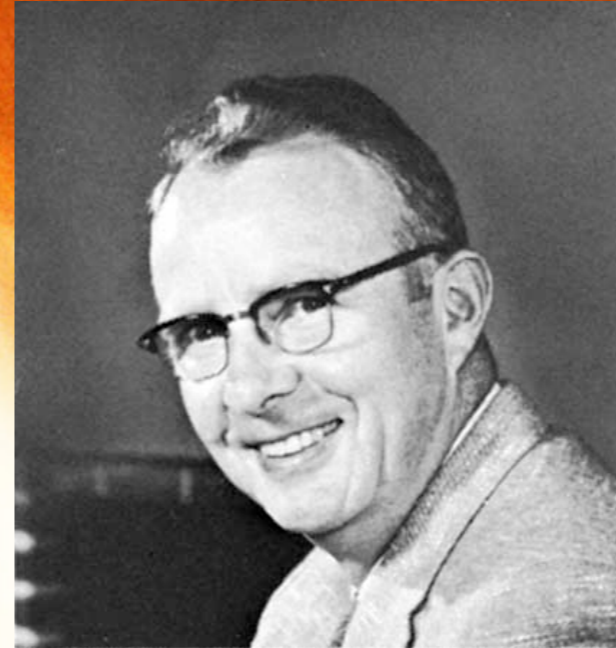


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- a legend in Berkeley
- Nobel Prize for discoveries of many resonance states of hadrons
- looked for *hidden secret chambers* in pyramids in Gaza using cosmic ray muons
 - recently a positive report
 - led to recent progress in seeing through volcanos



Luis Walter Alvarez



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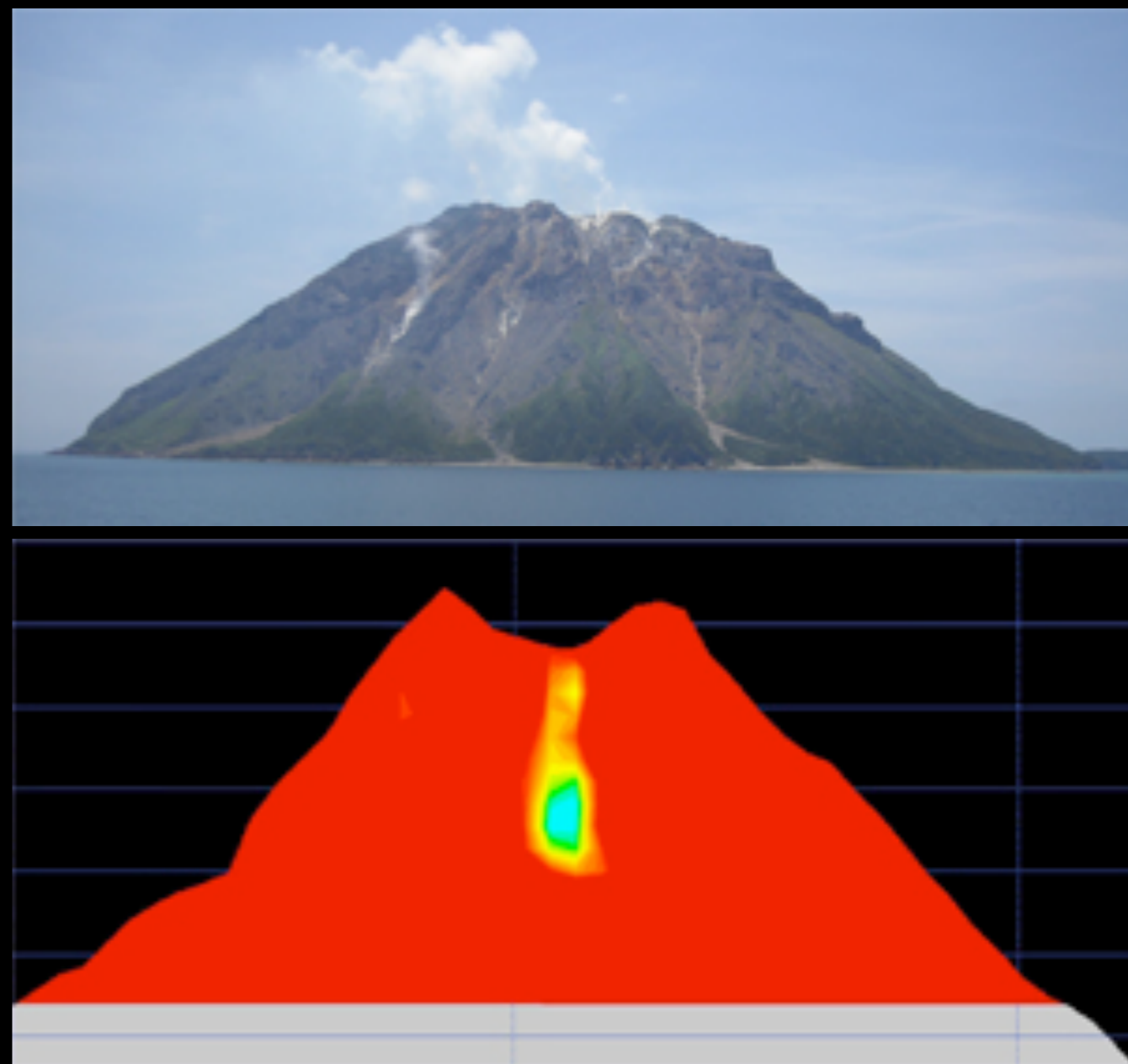
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muography

- see through volcanos using muons
- University of Tokyo group demonstrated it with real volcanos and located magma
- useful for predicting eruptions



Impress senior people

- Talk to them at conferences, seminars. Ask questions during their talks.
- Propose ideas for collaborations. Write papers with/for them.
- Perhaps they will write recommendation letters for you. Letters from people outside your institute, outside your country, make the application look more impressive.

Cultural difference

- **Professional Networking.** You need at least three recommendation letters when you apply for jobs. For a faculty job, it may be five or even ten. If you have worked exclusively with your advisor, you have no chance. Especially when your advisor appears busy and is not generous with his/her time, take it as an excuse to work with other people. It is important to have letters from multiple countries for faculty jobs.
- Using **connections** is regarded a part of your strengths. If you know a powerful person, and if he/she is willing to listen to you, people take it as a sign that you command a high respect. In Japan, using connections is regarded unfair and unethical. Not elsewhere.
- **Don't be shy.** In Japan, there is an old saying “a peg that sticks out gets hammered on” (出る杭は打たれる) . In the US, an “arrogant youth” is positive. It is completely OK for you to stand out. Or rather you must.

criteria for jobs

- When you apply for postdocs as a fresh Ph.D., recommendation letters count the most
- As you move up, your achievements count more
- For a junior faculty application, your “promise” is crucial
- For a tenure review, your “accomplishments” are crucial
- for all the above, letters are extremely important. people read letters in excruciating details.

negotiable

- many things are negotiable. otherwise you don't get what you need.
- **Postdoc offers:** Once an offer in hand, contact other institutions of interest, tell them you have an offer. Maybe possible to negotiate for salary (cite cost of living in the area), research/travel support, equipment (e.g. computers). Know that not every demands will be met; back down if it is not going anywhere. But you don't get what you don't ask for.
- **Faculty offers:** Ask peers about *typical* start-up packages (research support, student support summer salary, mortgage etc. Could even be millions of dollars). You may want to delay start by one year. If multiple offers, share other offers with the institute you would like to go the most. But every case is different.

I didn't do what I said

- I didn't have *any* connections to Berkeley before postdoc
- I suspect my application impressed two parts of the group
 - Lawrence Hall (University)
 - a paper on SUSY-GUT that identified what Barbieri-Hall missed
 - a crazy talk that Jupiter is heated by dark matter
 - Mike Chanowitz (LBNL)
 - papers on collider physics that computed what he couldn't
- I didn't write a single paper with senior people while I was a postdoc at LBNL
- but senior people in Berkeley decided to hire me as an assistant professor
 - normally hiring a postdoc to a faculty at the same institution is not regarded a good practice
 - probably because I asked lots of questions in both pheno and formal talks
- a very bad period for phenomenology
 - among “top 10 universities”, Hall (1983), Randall (1991), HM (1995), Arkani-Hamed (1999)

***Speech is silver,
silence is golden***

*Speech is **platinum**,
silence is golden*

Don't be shy!