

Interviewing for Research Positions

Michael R. Odom, PhD
Assistant Professor
Department of Urology
Duke University School of Medicine



Duke Urology



Duke

2014

BS, Emergency Medical Care
Western Carolina University

2015

Enrolled in PhD, Physiology
East Carolina University

2019

Completed PhD

2020

Started Post-doc
Urology
Duke University

2020

K12 grant
(5 yr support)

2024

Assistant Professor
Urology
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Why Duke was the best fit *for me*

Professional reasons:

- R1 institute – greater emphasis on research instead of teaching
- Greater availability of resources for research compared to other places
- Established collaborations
- Familiarity with institutional policies, “the Duke way”
- Could retain remaining year of K12 funding



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Personal reasons:

- North Carolina native - hometown is 90 minutes away
- Low cost of living
- Kids in high school

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- **Right time, right place** – in a clinical department that wanted to expand basic science research



There is always an element of luck in every interview process

How I prepared for the interview...

- Learned what role I would have in advancing the overall mission of the department
- Found out the interview format and who would be conducting the interview
- Prepared talking points that highlight my strengths and rehearsed transitions to steer the conversation towards these points
- Wrote a detailed 5-year plan that I was prepared to discuss in terms of how it could advance the standard of care – tied this plan into my broader 10-year plan and envisioned niche

During the interview process...

- Stayed enthusiastic and confident
- Avoided generalizations, gave detailed answers, and provided rationale to support the answers
- Relied heavily on initial prep – let muscle memory do most of the work