

## The Job Search

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## About Kathryn

Love math	→	Computer Science
Love boys	→	UG Research Summer Marry Scotty 1985
Love research & France	→	Rice PhD 1992 Post Doc, Ecole des Mines Asst Prof UMass 1993 Tenure 1999
Love boys	→	Assoc Prof UT Austin 01 Cooper 1995 Dylan 1998 Wyatt 2001

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## The Academic Interview

- Invitation
- The Talk
- 30 to 60 minute *One-on-One*
- Meals
- **Goal:** Convince them that you will improve their department.

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## The Invitation

- Research University
  - Papers in top conferences
  - Great letters
  - Spark
- Teaching College
  - Papers in conferences
  - Teaching experience/enthusiasm
- Factors out of your control
  - Area, slots, etc.

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## The Talk

- **Goal:**
  - Convince them you are smart and a good teacher
- General Audience
- Clearly state problem & your contributions
- Enough details to convince the *one* expert
- Practice, practice, practice

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## One-on-One

- **Goal:**
  - Convince them they want to work with you
  - Decide if you want to work with them
- Connect with their research
- Read 2 to 4 of their papers that really interest you

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## Indirect Questioning

- What's the best thing about your dept?
- What's the worst?
- How does the dept make important decisions?
- Who do you collaborate with?
- Where are last year's PhD graduates working?
- What did you do yesterday?
- What do you like best about your job?
- What do you like least?

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## Meals

- At most one drink
- Good topics: travel, hobbies, kids
- Bad topics: politics, religion

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## Miscellaneous Tips

- Take breaks in the restroom
- Stay alert: sleep, exercise, caffeine
- Arranged marriage theory of interviewing: everyone should be able to behave for a day

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## About Ellen

- MIT EECS
  - SB, 1990
  - SM, 1992
  - PhD, 1998
- Mills College
  - Assistant professor, 1998-

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## About Ellen

- MIT EECS
  - SB, 1990
  - SM, 1992
  - PhD, 1998
- Mills College
  - Assistant professor, 1998-2003
  - Associate professor, 2003-

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## My job search (1997)

- Two-body constraint
- Not sure what type of job I wanted
  - research university
  - research lab
  - liberal arts college
  - industry

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## Liberal arts colleges

- Small classes
- Few graduate programs
- Teaching more important than research
- Broader students
- Higher teaching load than research universities

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## My job search: method

- Apply everywhere (>100 jobs)
- But give special attention to top ten
- Be organized
  - spreadsheet
  - map
  - etc.

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## Determine your values

- Do you like teaching?
- Do you like research?
- What is your risk tolerance?
- How important is salary?
- How hard do you want to work?
- Do you want to have children?

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## Status

- Would you rather be a big fish in a small pond or a small fish in a big pond?
- Whose respect do you value?
  - Students
  - Colleagues at home institution
  - Colleagues in research community
  - Your advisors'

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## Supervising students

- Research levels
  - undergraduate
  - master's
  - doctoral
- Student characteristics
  - technical background
  - diversity
  - single-mindedness

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## Teaching

- Would you prefer
  - few larger courses
  - many small courses
- Student characteristics
  - technical background
  - motivation
  - time to spend on major
  - diversity

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## Questions to ask about teaching

- What's the teaching load?
- What courses would I teach?
- How much control over courses would I have?
- Can I create new courses?
- Would I have TA support?
- What are the standards?

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## Questions to ask about tenure/research

- How many people were denied/granted tenure in recent years? Why?
- Have women with children been granted tenure?
- What hours do you work?
- Are grants expected/required?

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## Questions about environment

- How do people within the department get along?
- How does this department get along with the rest of the college?
- Can I see the last department review?
- What is the financial condition of the college?
- Why is this position available?

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## Negotiations

- Starting date
- Teaching
  - course releases
  - which courses
- Time until tenure evaluation
- Pre-tenure sabbatical
- Money

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## Money: Salary

- Amount
- Being off-scale
- Pay raises
- Summer salary
- Benefits
- Subsidized housing

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## Money: funding

- Startup and ongoing
  - Research equipment
  - Travel
  - Students
  - Books and memberships
  - Class/lab equipment
- Intellectual property rights

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## What is most important for tenure

- Research
- Teaching
- Service
- Collegiality

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## Conclusions (1)

- Choose a job that rewards you for what you want to do.

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## Conclusions (2)

- If you never hear "no", you're not asking for enough.
- (But know when not to apply this rule.)

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## For more information

- See "Tips for a Massive Academic Job Search" (<http://spertus.com/ellen>)
- Read *Ms. Mentor's Impeccable Advice for Women in Academia* by Emily Toth.
- Good luck!

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