Job Talks and Academic Interviews

How to make a good impression
After you’ve applied for the job...

- Then what??
Possible Order of Events

- Phone Interview
- Site Interview

Waaaaiting to find out
  - Good news if they start contacting your references
Phone Interview

- Initial screening of candidates who have made the first cut to decide who to bring to campus

- **DO YOUR HOMEWORK**
  - Review the job posting
  - Be able to talk about why you are a good fit to the job
  - Talk about the dept/program/university specifically
  - Have a few general questions
    - Why is there an opening?
They bring the top 2 to 4 folks in for a campus visit
Job Talk
Interview with constituents
Socializing
Possibly, a teaching demonstration
Job Talk: What is it?

- An opportunity to explain to:
  - Present your research program
    - The “stream” of research that represents your past interests and future goals
  - Demonstrate your research and speaking skills

- Generally, it lasts about 45 minutes with 15 minutes of Questions and Answers

- They may serve different purposes at different universities
What goes in your Job Talk?

- Detailed information about one or two studies
  - Mainly your dissertation
  - Any other research study that helped you along with your dissertation
What goes in your job talk

- Literature review/Motivation for study
  - Including any previous work you have done
- Methods
- Results
- Discussion and conclusion about conducted research
- Future plans for research
  - Not like other research talks
  - Want to know where you are going
Successful Job Talks

- Let people understand what the heck you are talking about
  - These are not experts in this field
  - It’s ok to tell people something they already know

- Motivate your research and show why it’s interesting

- Do NOT spend too much time on your lit review!!!
  - !!!!!!
Successful Job Talks

- Show off your methodological and analysis skills
  - Hmmm. I am focusing this on STEM.
  - What about humanities—input?

- Know you and your study’s weaknesses before the talk
  - Explain why you used “old” or easy statistics

- End with where your next study is beginning
Successful Job Talks

- Be engaging and enthusiastic about your topic!
- Start with a little joke or funny story
- Should have been rehearsed before you get to campus
- Should go exactly in the time allotted.
Don’t Do This!

- Don’t be boring
- Don’t ask for group activities or input
- Don’t talk over their heads or expect that everyone knows the latest:
  - Statistics
  - “Issue” in “the research”
- Don’t be defensive during the Q & A
Interviews with Constituents

- Faculty
- Students
- Administration
  - Chair
  - Dean
Interviews with Constituents

- Have your two to three minute About Me speech
- Be prepared to talk about your research and history
- Look up some of the faculty and know something about them
  - I think a cheat sheet is ok!
- Explain why you are interested in where you applied
  - People want to know you are serious
Interviews with Constituents

- Have questions prepared
  - Teaching load, tenure expectations, tenure experiences,

- Always ask of everyone you interview:
  - What do you like most about working here?
  - Every job has its challenges, what is the most challenging thing about working here?

- DO NOT:
  - Ask about salary, dating opportunities
  - Insult other people
  - It *is* OK to talk about a trailing partner
Socializing

- You will eat with other people
- **Practice good table manners**
- If others have a drink at night, you can, too.
  - Do not get drunk
- Do not get too friendly and informal at this point
Some places require a teaching demonstration in addition to your job talk.

You will lecture about a topic (maybe your research) to undergrads.

This is where you **can** ask for questions throughout the talk and do activities.
And then you wait

- Should have prepared a salary level request
  - Start with your reasonably highest number
- Start up costs
- Moving costs
- Questions about summer salary, RAs, teaching load, tenure expectations, etc.
Questions??
Web Sites I found useful

- http://tinyurl.com/7nfplda
- http://tinyurl.com/6upe75r
- http://tinyurl.com/7e8aezb
- http://tinyurl.com/z7qzo