My* Two Cents
On Getting & Keeping a Job

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(*borrowing heavily from others)

General Career Advice

• Advice is of limited value ...
  • Know strengths & weaknesses
  • Find own path

• That said:
  • Learn from others’ experience
  • Create ‘reasons’ for you & avoid reasons against
  • Limit what you do; do those things well
    • Clearly contribute to important efforts
    • Postpone leaving nest
  • Be a ‘good person’
What we Seek in Potential Colleagues

• Tenacity
• Fit
  • Comfort
  • Unique skills
  • No obvious flaws
• Strengthen Dept.
  • Build resume
    • Do interesting & important work
    • Start research ASAP
• A good (ideally fun) person

Prepare for Interviews

• **Practice** presenting!
  • Dept, other dept’s & schools
  • Different types of audience
• Prepare
  • Polished & effective presentation
  • Dress well
  • Prepare alternatives Contingencies
  • Food, drink, pen, names & phone numbers…
• Questions
  • Expectations of new faculty.
  • What’s life like for new faculty (expectations, support,…)?
  • What do you like most about working here?
  • What made you decide to accept a job here?
  • How do you like living here?
• Follow up
  • Take notes & send customized individual thank you letters
Interviewing

• Keep in mind
  • Snap judgements
  • Attributions
  • Interviewers probably sitting in a small room listening to many other presentations.
  • Many tune out after 5 minutes no matter what. Provide some quick take-aways
  • Be careful responding to ‘comfort questions’ (gender, ethnicity, nationality...)

• Deliver polished presentation
  • Look people in the eye.
  • Answer questions succinctly.
  • Prepare snappy, short, & medium-length answers to the standard questions.
  • Be flexible
  • Try to relax

What to Display in Interviews

• Personality (be someone I want to work with)
• Enthusiasm for school & your work
• Familiarity with school & faculty
• Relevance (personal info can be good)
• Subtle respect
• Some evidence of low teaching risk (especially if introverted)
Research

• Ideas everywhere
  • Life
  • Popular news
  • Students, executives
• Aim high
  • Collaborate (like-minded people, complementary skills)

Publishing

• To contribute a paper must change mind/behavior of a stakeholder
• Surprise very important (seek “that’s neat” reactions)– something well known but not surprising offers little contribution.
• Like beauty, interest is in eye of beholder, but critical
• Reviewers seek reasons to reject
• Position & motivate effectively
• Define your contribution.
• Don’t annoy reviewers & editors
  • Listen!
  • Be modest
  • Be generous -- when in doubt cite (others)
  • Mind contribution to length ratio
  • Proof carefully
• When revising do more than requested
Teaching

- No need to excel initially
- Minimize risk of major screw-ups
- At first, mimic someone
- Use charm / social skills
- Invest
- Display confidence

Good Luck …