Job Searches & Interviewing

Leo Porter (UC San Diego)
Outline

• 2-3 minutes background on us

• Selecting the right school for you

• Case studies: ~5 minute look at each of our job searches
  • where we looked/ how we looked / how it went / key lessons

• Applying:
  • Phone Screen
  • In-Person
  • Negotiation stage (tough!!!)

• Questions
Who Am I? Leo

• Research:
  • Computer Science Education Research (CSER)
    • Peer Instruction, Faculty Adoption, Assessment, Identifying At-Risk Students
  • PhD: Computer Architecture (UCSD)
    • Speculative Multithreading, Thread Migration

• Teaching:
  • 4th year UCSD, 3 years Skidmore College
  • Courses: CS1 Java, CS1.5, Advanced Data Structures, Architecture, Grad Architecture, Computer Organization, Operating Systems, Teaching methods in CS, Plagues and Peoples, Genetically Modified Organisms
  • Coursera: Object Oriented Java Programming: Data Structures and Beyond
  • EdX: Python for Data Science

• Past life
  • Officer in the Navy (2000-2004)

• When I’m not working:
  • Chasing kids
Job search basics

• “How to select a university ..., which is right for me!?"

• Think carefully about what you enjoy. For me:
  • Balancing teaching and research
  • Enjoy working with graduate students
  • Want to change student life trajectories (need diverse population)
  • Impactful research
  • Fun research collaborations
  • Teaching future/current teachers
  • Continuously improving teaching

• Dig up data on the places hiring:
  • Teaching load
  • Philosophy

Your priorities may change as you move forward in your career – that's okay!!!
Job search basics

• Submit application
• Phone Interview
• In-Person Interview
• Negotiations
Job Search #1 (2011)  Leo Porter

• My Position at search time:
  • Teaching: 1 adjunct at USD, 1 summer class UCSD, TA'd 18 times
  • Research: Near Ph.D. in arch (4 top-tier conference pubs, 1 in-submission), interest in CSER (1 pub, 2 in submission)

• Targeted PUI Schools:
  • Sent out ~30 applications, ~12 phone interviews, 7 in-person, favorable # of offers

• Key Lessons:
  • Lots of different talks were required – this had physical/emotional demands
  • Instincts tested....
  • How human some interviews were
  • Differing views on CSER
  • Fortune == Tough Decisions / Negotiations
    • (very happy with outcome, though tough not to second guess)
Job "Search" #2 (2014) Leo Porter

• **My Position at search time:**
  - Strong Teaching Evals for 2 years
  - CSER primary (~15 pubs), architecture secondary (5 pubs)
  - Consultant for California-based HPC research company
  - Happy at Skidmore (but family reasons for California return)

• **UCSD told me about the search:**
  - I conducted very targeted search

• **Key Lessons**
  - Difficulties with R1 Teaching Faculty positions
    - Particularly for CSER
  - Research vs. Teaching faculty view on teaching excellence
  - "Enthusiasm"!

  ← Hard when leaving a position, with other offers, and when asking hard questions.
Application Preparation

• Tailor for the position!
• Show you are thoughtful about teaching, research, and diversity
Phone Interview

• Be Prepared
  • Know the school
  • Know the faculty
  • Know the curriculum

• Show you have good and novel ideas

Best ones, I feel, are when they become conversations about the curriculum/teaching/research.
• In-Person - Tips
  • Be ready to give lots of talks
  • Be a good person
  • Be prepared for jerks (ask yourself how big is the dept.)
  • You are interviewing them as much as they are interviewing you (and you need to show that)
  • Ask the same questions of multiple people
    • Particularly: what are tenure requirements?
  • Be able to talk a bit outside your field
  • Unfortunately, be prepared for inappropriate or illegal questions
    • In turn though – help good folks out. If you want to know about good schools for your kids, you need to bring it up!
  • Be cognizant of how you are treated by them throughout
Negotiation

• Salary
• Housing Assistance
• Startup
• Conference travel support
• Student funding
• Summer funding

Managing Timelines

They often have the least flexibility here.
You didn't get the job...

• Often, its not about you
  • Hiring by area
  • Internal politics
  • Interviewed with someone wearing their cranky-pants

• But see if you can get some inside feedback
Questions!!?
Resources

• MOOCs: Mastering the Software Engineering Interview
• NSF/ CRA