The Academic Job Search

Dr. Blessing Enekwe, Program Director, Office of Postdoctoral Affairs, blessing@umd.edu

Dr. Susan Martin, Program Director, PhD Career Development, smarti18@umd.edu
Who is in the room

Name
Postdoc or current PhD student
PhD in _________
Two sentences about your research area
When you will be finished your postdoc or degree
• How important is it for you to have a job lined up after this Phd/postdoc?
• How important is it for you to have a faculty job lined up after this PhD/postdoc?
• How would you rate the time and energy have you put into finding your next position in the past year?
Today’s take-aways:

1. Reflect on what a **competitive candidate** looks like
2. Gain a **basic roadmap of the academic hiring cycle** and interview process
3. Increased knowledge and **resources** for creating effective academic job search documents and finding job leads
4. **Beyond today:** **Be challenged to carefully and critically examine your unique situation** and come up with an action plan for the remainder of your studies and job search

Also gain:

- List of planning, exploration, job search resources and tools
- Expand your network of other postdocs and students who are also searching for academic positions
Small Group Discussion

• What kind of advice/information has your advisors/mentors/peers provided about preparing to be a competitive candidate for a tenure track position?
• What kind of jobs do/did graduates of your program accept after graduation? Where do other postdocs go?
• What kind of activities/support occur in your department/postdoc unit related to career and professional development?
Your faculty mentors, other faculty, peers, alumni, and associations are the best source of information about the academic job search process in your discipline!
TRANSITION from PhD/Postdoc to Competitive Candidate for an Academic Position

New PhDs
As a result of Training
• Spend lots of time narrowly focused on dissertation
• Wait for permission
• Feel at the mercy of others
• Insecure and make excuses
• Submissive

Attributes of a Competitive Tenure Track Candidate (Professional Persona)
• Productively
• Professionalism
• Autonomy
• Confident; Self-promoting
• Collegiality
• Have your plan
Explore professional association resources and conference sessions for students, postdocs, new faculty
More Questions...

1. Where would you prefer to be faculty? Why?
   - R1 university
   - Smaller research university
   - Teaching-oriented college or university
   - Community college
2. Has anyone been on a search committee?
3. What experiences have you already had applying for academic positions?
Reality...

What is the faculty labor market and supply situation in other countries?

Your home country?

Your discipline?
Important information sources about the higher education sector
Do you leverage associations & conferences?

American Institute of Physics

American Psychological Association

American Historical Association

Modern Language Association

American Chemical Association

What are your associations’ resources?
Tenure Track Position Timeline: From “Line” to “Candidates” to “New Hire”

1. The Line—an authorization to hire in (X) is granted in the fall one year before the candidate will be hired.
2. Committee writes the ad and it is voted on in the spring and is posted in August/September in The Chronicle and other venues.
3. Review conducted after the deadline and a “long short list” is compiled.
4. “Short short list” (5 names) is finalized (Oct-December).
5. Campus visits in January/February (or earlier)
6. Candidates are ranked, faculty vote, decision is made
7. Offer, negotiation, contract…..NEW HIRE!
Documents to Perfect

- CV
- Cover letter
- Teaching Philosophy
- Teaching Portfolio (maybe)
- Research Statement
- Diversity & Inclusion Statement
- Website or e-portfolio
- LinkedIn site to connect with other UMD alumni
Other Resources

Teaching and Learning Transformation Center (TLTC)
- Dr. Marissa Stewart
  - teaching portfolio and statement workshops
  - assessment & pedagogy workshops

CIRTL Network
- free webinars and courses

PhD/Postdoc Career Workshops & Individual Appointments
Interview 1 - Phone/Conference Interviews

• Phone & Conference Interviews are all about first impressions
• Prepare by asking who will be there and do your research about the department, faculty, courses, institution
• Make a one page summary/cheat sheet
• Practice typical questions
• Prepare a list of questions
• Prepare environment if this is an online video interview
Interview 2-The Campus Visit

- Deciding the date
- Email correspondence
- 30 minute visits with faculty in the department
- Visits to Library/Centers/other resources
- The Job Talk and/or the Teaching Demo
- Q&A after the job talk
- After talk reception
- The Search Committee Interview
- Meeting with the Dean/Provost
- Tour
- Meals with faculty and graduate students
- Meeting with the Department Head
- Thank You Notes (department head, search committee chair, other faculty and administrative assistant who made the arrangements)
What are some next steps for you?

Let’s look at the inventory you completed.

Based on what you have heard today and your inventory, what is your next step?

...What is one thing you plan to do by the end of this semester?

...What might you do this summer?
Create an **Individual Development Plan** (See *The Professor Is In, the UMD Postdoc IDP, ImaginePhD*):

- **Current Students**: Graduate program deadlines for exams, proposals and defense
- Specific writing projects with deadlines for completion, submission and revision
- Conference deadlines for proposals
- Major funding deadlines for small and large grants to support travel and dissertation research
- Job market deadlines including specific position deadlines
- Networking goals to get in touch or keep in touch
- Submission dates for awards and honors
- **Internationals**: OPT and other visa related deadlines
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