THE ACADEMIC JOB SEARCH IN THE LIFE SCIENCES I:
UNDERSTANDING THE PROCESS & FINDING JOB ANNOUNCEMENTS

Andrew Green, PhD
I am a

– Grad Student

– Postdoc/Visiting Scholar

– Other

SCROLL DOWN
I would prefer to be faculty at an

- R1 university
- Less research-intensive university
- Teaching-oriented college or small university
- Community College
Agenda

– An overview of the different types of academic institutions

– The view from the other side: the perspective of and constraints faced by search committees

– The search process timeline

– How to find job academic listings

– Using the Internet to gather useful information
The Academic Landscape

• How many major Research Universities are there in the US?

• How many Four-Year Colleges and Universities are there in the US?
Academic Landscape

All Are Looking for Colleagues
Where the Jobs Are – Tenure Track

- 42% Research Universities
- 30% Masters Degree Granting Institutions
- 12% Baccalaureate Colleges
- 16% Community Colleges
Who gets those jobs?

- 16,000 faculty in Business, CS, and History
  - How many university produce 50% of faculty?
    - CS: 18
    - Business: 16
    - History: 8
    - Pol Sci: 11 (separate Oprisko study)

  - Top 10 produce 3x of 11-20

  - Only 10% move up academic food chain

Sources of Faculty - Warner + Clauset
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept 2016</td>
<td>Dept Seeks Authorization For Tenure-track Hire</td>
</tr>
<tr>
<td>May 2017</td>
<td>Agree On Job Ad</td>
</tr>
<tr>
<td>Aug 2017</td>
<td>Create Search Committee</td>
</tr>
<tr>
<td>Sept 2017</td>
<td>Run Ad</td>
</tr>
<tr>
<td>Nov 2017</td>
<td>Read Files</td>
</tr>
<tr>
<td>Dec 2017</td>
<td>Decide On Long-Short List</td>
</tr>
<tr>
<td></td>
<td>SC Presents Recommendations to Full Department</td>
</tr>
</tbody>
</table>
| Dec/Jan | - Phone Interviews/Conference Interviews/Meetings  
- More Meetings=>Fights Break Out=>On-Campus Interview list Forwarded to Dean/Provost/Review Committee |
|---------|---------------------------------------------------------------------------------------------------|
| Jan/Feb/March | - On-Campus Interviews (3-4)  
- Research Needs/Start Up Package Discussed  
- Job Talk |
| Jan/Feb/March | Full Dept Meets & Votes |
| Jan/Feb/March | Recommendation=>Provost/President |
Home Stretch

• Initial Offer Made
• Initial Offer Rejected
• More Meetings => Second Offer Made
• Negotiations Begin
• Official Offer Letter Received
• First Paycheck/Benefits/Faculty Library Card
Graduate Students, PhDs & Postdocs

Whether you are interested in pursuing a career in academia or exploring the broad range of other professional options, the Career Center has workshops, events and online resources that can help you find job announcements, prepare your credentials, and bring you face-to-face with potential employers. Take a look at the Grad Student & PhD Services we offer, and be sure to sign up for one of the two PhD CareerMail lists.

If you’re not sure what you want to do after grad school, PhD advisors Debra Behrens and Andrew Green can provide counseling and assessments that will help you in that decision-making process.

Academic Job Search
Careers Beyond the Academy
Academic Job Search

No one likes going on the academic job market, but for the prize that lies in wait on the other side—a tenure track job offer.

The information and resources found here are designed to ease your way through the process and give you a sense of the perspective search committees and departments bring to the task of reviewing your materials and making their decisions. By necessity, it is general in nature, and is intended to complement the information and advice available through your department that tends to focus primarily on research universities, like Berkeley, which constitute only a fraction of the available jobs.

If this is all new to you, if you’ve never written a CV or cover letter, start with the info below or attend one of the many academic job search events/workshops offered each semester by a Career Center PhD counselor, as well as through the GSI Teaching & Resource Center, the Graduate Diversity Program, and other units on campus. You can also make a private appointment to speak with a PhD counselor.

Before Going "On the Market"

What you can do as a second year grad student
What to do when you advance to candidacy
The Career-Savvy Graduate Student

The Job Search Process

The Hiring Process from the Other Side

Nuts and Bolts

Finding Job Announcements
Chronicle of Higher Ed Jobs

**POSITION TYPE**
- Faculty & Research (4804)
- Administrative (3537)
- Executive (254)
- Jobs Outside Academe (158)

**INSTITUTION TYPE**
- Public 4 Year Or Above (1775)
- Community College (1488)
- Private 4 Year Or Above (1443)
- Organizations Outside Academe (170)
- Private For Profit (15)

**EMPLOYMENT TYPE**
- Full-time (4766)

- **Open Rank, Tenure Track in Biochemistry**
  Bucknell University, Pennsylvania  (Posted 07/31/17)

- **Assistant Professor of Health Sciences Tenure-Track Appointment**
  Gettysburg College, Pennsylvania  (Posted 07/31/17)

- **Animal Laboratory Attendant**
  Ball State University, Indiana  (Posted 07/29/17)

- **Adjunct Faculty - Biological Sciences**
  North Lake College, Texas  (Posted 07/29/17)

- **Assistant Professor of Computer Science**
  University of Kentucky, Kentucky  (Posted 07/29/17)
UNIVERSITY OF NEW HAMPSHIRE: Computational Scientist
August 4, 2016
Plan, conduct, manage, and supervise the research, design, development and implementation of complex scientific software for High Performance Computing clusters, primarily with researchers from the College of Life Science and Agriculture, including for research projects of major importance and scope. Teach an undergraduate research course each year and a graduate course in alternate years.

FEATURED
Salisbury University: Assistant Professor of Chemistry (Biochemistry)
August 1, 2016
The Department of Chemistry at Salisbury University invites applications for an Assistant Professor of Chemistry.
Area of Specialization: Biochemistry

FEATURED
University of San Diego: Assistant Professor in Chemistry
August 1, 2016
Assistant Professor in Chemistry at University of San Diego

FEATURED
University of Massachusetts Medical School: Senior Program Officer
July 28, 2016
Senior Program Officer

FEATURED
Skidmore College: Assistant/Associate/Full Professor Biochemistry
July 18, 2016
The Department of Chemistry at Skidmore College invites applications from qualified individuals at any rank for a tenure-track position in biochemistry to begin Fall 2017.
The best science and technology jobs plus careers advice
If you have a strong geographical focus
<table>
<thead>
<tr>
<th>REGIONAL HERCS</th>
<th>Greater Washington State</th>
<th>Northern California</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carolinas</td>
<td>Greater Washington State</td>
<td>Northern California</td>
</tr>
<tr>
<td>Central Midwest</td>
<td>Greater Washington State</td>
<td>Northern California</td>
</tr>
<tr>
<td>Greater Chicago Midwest</td>
<td>Greater Washington State</td>
<td>Northern California</td>
</tr>
<tr>
<td>Greater Missouri</td>
<td>Greater Washington State</td>
<td>Northern California</td>
</tr>
<tr>
<td>Greater Oregon</td>
<td>Greater Washington State</td>
<td>Northern California</td>
</tr>
<tr>
<td>Greater Tennessee</td>
<td>Greater Washington State</td>
<td>Northern California</td>
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<tr>
<td>Greater Texas</td>
<td>Greater Washington State</td>
<td>Northern California</td>
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HERC Career Blog

Webinars Posts

[WATCH] Negotiation Basics
In Negotiation Basics, participants will learn the importance of negotiating and a few basic rules they should follow after they’ve been offered a position.

[UPCOMING WEBINAR] Tips for Negotiating Your Job Offer
Don't miss this informative two-part series on negotiating your next job offer with Dr. Waajida Small - human capital leader, strategist, coach and scholar.

[WATCH] How To Succeed In Your Next Job Search
Learn how to create a strong and powerful CV to demonstrate your strengths and value to prospective employers as well as how to design a cover letter that quickly illustrates your fit for the job.
Search 1,835 Academic & University jobs
98 Jobs

- Admissions Coordinator (Australia and Northern Ireland)
  Council for Christian Colleges & Universities
  Washington, D.C.
  3 Days Ago

- Instructor or Assistant/ Associate Professor - Accounting
  University of Mary Hardin-Baylor
  Belton, Texas
  3 Days Ago

- Vice President for Student Life
  Oral Roberts University
  Tulsa, Oklahoma
  3 Days Ago

- Assistant Professor of Engineering
  Whitworth University
  Spokane, Washington
  3 Days Ago
California Community College Jobs

Your dream job is waiting for you.
Search for your new position.

This website provides a number of services for individuals seeking employment as a faculty, support staff or manager at a California Community College.

The California Community Colleges is the largest higher education system in the nation. It is comprised of 72 districts, 113 colleges and enrolls more than 2 million students. Community colleges provide basic skills education, workforce training and courses that prepare students for transfer to four-year universities. The colleges also offer opportunities for personal enrichment and lifelong learning.

News

Events
They’re all looking for colleagues, but …

You need to know “What kind of colleague” they are looking for if you are going to frame yourself in the most effective manner.
How many of you have ever set foot on, much less attended, a non-research university?
The Biology Department of Franklin & Marshall College invites candidates who:

- have demonstrated strengths in teaching and research, and broad interests in public health.
- will include epidemiology, introduction to public health, and upper-level courses in the candidate’s area of specialization, along with contributions in the College’s general education program, *Connections* and *Natural Science in Perspective*.
- will be expected to engage undergraduates in research, and start-up support is available.
- is a small (enrollment 2400), highly selective institution.
The Program consists of basic scientists and physician scientists representing a broad range of disciplines in the biomedical sciences.

The Program occupies a modern research building of approximately 80,000 square feet on an expanding Medical School campus.

Core facilities for deep sequencing, proteomics, genotyping, fluorescence-activated cell sorting,

The position will be highly competitive with regard to start-up funds, laboratory space and salary.

The Program seeks an individual of outstanding research capability in any of the broadly defined areas of cell, developmental, molecular …
Sources of Information about unfamiliar Colleges and Universities – Petersons.com
### Franklin & Marshall College

**Lancaster, PA**
- **Location**
- **Type** Private
- **Setting** Suburban

<table>
<thead>
<tr>
<th>Student Ratio</th>
<th>Total Students</th>
<th>In-State Tuition</th>
<th>Out-of-State Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>53% Male</td>
<td>2,255</td>
<td>$52,190</td>
<td>$52,190</td>
</tr>
<tr>
<td>47% Female</td>
<td></td>
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<tr>
<th>Application Deadlines</th>
<th>Acceptance Rate</th>
<th>Admission Difficulty</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 15</td>
<td>36%</td>
<td>Very Difficult</td>
</tr>
</tbody>
</table>

- Average test scores for all first-year students that were accepted and enrolled:
  - **SAT Math**: 673
  - **SAT Reading**: 627
  - **SAT Writing**: Not Reported
  - **ACT Composite**: 29
<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>8.58%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5.53%</td>
</tr>
<tr>
<td>White or Caucasian</td>
<td>57.12%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>.04%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.39%</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander</td>
<td>.04%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2.25%</td>
</tr>
<tr>
<td>Unknown or International Student</td>
<td>5.75%</td>
</tr>
</tbody>
</table>

**Other Student Statistics**

International Breakout: 15.28% representing 55 other countries
## Faculty

### Faculty Breakdown

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Faculty</td>
<td>293</td>
</tr>
<tr>
<td>Full-time Percentage</td>
<td>83%</td>
</tr>
<tr>
<td>Part-time Percentage</td>
<td>17%</td>
</tr>
<tr>
<td>Female Percentage</td>
<td>47%</td>
</tr>
<tr>
<td>Male Percentage</td>
<td>53%</td>
</tr>
<tr>
<td>Student:Faculty Ratio</td>
<td>9:1 or 2,235 students to 259 faculty</td>
</tr>
</tbody>
</table>
# Faculty Breakdown

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<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Total Faculty</td>
<td>1,755</td>
</tr>
<tr>
<td>Full-time Percentage</td>
<td>39%</td>
</tr>
<tr>
<td>Part-time Percentage</td>
<td>61%</td>
</tr>
<tr>
<td>Female Percentage</td>
<td>51%</td>
</tr>
<tr>
<td>Male Percentage</td>
<td>49%</td>
</tr>
<tr>
<td>Student:Faculty Ratio</td>
<td>28:1 or 27,905 students to 1,013 faculty</td>
</tr>
</tbody>
</table>
Where To Apply

• Cast Your Bread Widely

• Job Descriptions are not “Set in Stone”

• Does Applying Commit you to Accepting*

• Allow Yourself to be Woo’ed

• Not Sure Where “Type-X” Jobs are Listed?
Other Common Questions?

- Do I Need a Postdoc? How Many Decades of Postdocs...
- What Does “Open Search” Mean?
- When to Raise the “Two-Body Problem”?
- I’m Pregnant & On the Market
Three Questions

• What was the most useful part of this presentation?

• What topic should have received more time or attention?

• What Questions would you like me to address next week?