DEMYSTIFYING THE ACADEMIC JOB SEARCH I:
UNDERSTANDING THE SEARCH PROCESS FROM THE PERSPECTIVE OF SEARCH COMMITTEES + DECODING JOB ANNOUNCEMENTS

Andrew Green, PhD
August, 2020
Go to www.menti.com and use the code 98 76 18 4

I am a

Grad Student 0
Postdoc 0
Visiting Scholar/Student Researcher 0
Other 0
I would prefer to be faculty at an

• R1 university

• Balance twix Research +Teaching

• Teaching-oriented college or small university

• Community College
Word to Describe Academic Job Market?
Academic Job Market is

• Arational

• How many universities produce 50% of faculty? (16k at 242)

• Computer Science – 18
• Business – 16
• History - 8
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

www.menti.com and use the code 98 76 18 4

• 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
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept 2015</td>
<td>Dept Seeks Authorization For Tenure-track Hire</td>
</tr>
<tr>
<td>May 2016</td>
<td>Agree On Job Ad</td>
</tr>
<tr>
<td>Aug 2016</td>
<td>Create Search Committee</td>
</tr>
<tr>
<td>Sept 2016</td>
<td>Run Ad</td>
</tr>
<tr>
<td>Nov 2016</td>
<td>Read Files</td>
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<tr>
<td>Dec 2016</td>
<td>Decide On Long-Short List SC Presents Recommendations to Full Department</td>
</tr>
<tr>
<td>Period</td>
<td>Activities</td>
</tr>
<tr>
<td>-------------</td>
<td>-----------------------------------------------------------</td>
</tr>
<tr>
<td>Dec/Jan</td>
<td>- Phone Interviews/Conference Interviews/Meetings</td>
</tr>
<tr>
<td></td>
<td>- More Meetings=&gt;Fights Break Out=&gt;On-Campus Interview list Forwarded to Dean/Provost/Review Committee</td>
</tr>
<tr>
<td>Jan/Feb/March</td>
<td>- On-Campus Interviews (3-4)</td>
</tr>
<tr>
<td></td>
<td>- Research Needs/Start Up Package Discussed</td>
</tr>
<tr>
<td></td>
<td>- Job Talk</td>
</tr>
<tr>
<td>Jan/Feb/March</td>
<td>Full Dept Meets &amp; Votes</td>
</tr>
<tr>
<td>Jan/Feb/March</td>
<td>Recommendation=&gt;Provost/President</td>
</tr>
</tbody>
</table>
Home Stretch

- Initial Offer Made
- Initial Offer Rejected
- More Meetings $\Rightarrow$ Second Offer Made
- Negotiations Begin
- Official Offer Letter Received
- First Paycheck/Benefits/Faculty Library Card
The University of Maryland’s University Honors program invites applications for four faculty positions to begin in Fall 2020. Each of these Assistant Clinical Professor positions offers a three-year, full-time appointment with competitive salaries and generous benefits. Applications from all disciplines are welcome.

These faculty positions offer a rare opportunity to incubate and test innovative pedagogy, co-design and independently teach creative new courses, mentor promising and ambitious undergraduate students, all in the context of a thriving living-learning community. 12 credit hours are involved in the classroom;

2. **Curriculum and Program Development**, including course design and curriculum assessment; and

3. **Participation in the Life of the Program** (e.g., co-curricular activities).

As our curriculum will be delivered virtually in Fall 2020, online...
Tenure Track

• The Department of Computational Biology at Cornell University invites applications for TWO tenure-track positions at the Assistant level in the area of Computational Biology, with an emphasis in population genomics, comparative genomics and/or functional genomics. The position will have responsibilities 70% in research and 30% in teaching on a 9-month academic year basis.

• Candidates should submit a cover letter, curriculum vitae, research and teaching statements, statement of diversity, equity, and inclusion and arrange to have three reference letters submitted to Academic Jobs Online
Top three “Speed Dating Points”

www.menti.com and use the code 98 76 18 4
Where do you find job listings?

Search for Jobs

Applied Filters (1) Job Function: Academic

6 Results

Assistant, Associate, Full Professor
Princeton University
Princeton, NJ, United States
6 days ago

Assistant/Associate Project Scientist
University of California, Davis
Davis, CA, United States
13 days ago

Description
The School of Engineering and Applied Science at Princeton University invites applications for positions in the area of Bioengineering, at the Assistant Professor rank. We particularly seek exceptional candidates for Associate and Full Professor rank. We welcome applications from all areas in biological engineering, including...
Visit Chronicle Community for More Career Advice

5/20/2020

For Would-Be Academics, Now Is the Time to Get Serious About Plan B

4/21/2020

Job candidates with the misfortune to be searching for tenure-track positions this year or next will need as many career options as they can get.
<table>
<thead>
<tr>
<th>Discipline</th>
<th>Count</th>
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<tbody>
<tr>
<td>Biochemistry</td>
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<td>Bioinformatics</td>
<td>56</td>
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<tr>
<td>Biology</td>
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<td>Biomedical Sciences</td>
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<tr>
<td>Biophysics</td>
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<tr>
<td>Biotechnology</td>
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<tr>
<td>Cancer Research</td>
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<tr>
<td>Cell Biology</td>
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<tr>
<td>Chemistry</td>
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<tr>
<td>Computer Sciences</td>
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<tr>
<td>Engineering</td>
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<tr>
<td>Faculty</td>
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<tr>
<td>Genetics</td>
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<td>Genomics</td>
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<tr>
<td>Health Sciences</td>
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<td>Immunology</td>
<td>64</td>
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<td>Life Sciences</td>
<td>462</td>
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<tr>
<td>Materials Science</td>
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<tr>
<td>Mathematics</td>
<td>21</td>
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<tr>
<td>Microbiology</td>
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<td>Molecular Biology</td>
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<tr>
<td>Neuroscience</td>
<td>54</td>
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<tr>
<td>Physical Sciences</td>
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<tr>
<td>Physics</td>
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<tr>
<td>Postdoc</td>
<td>104</td>
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<tr>
<td>Virology</td>
<td>19</td>
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</tbody>
</table>
We found 220 Jobs

Assistant or Associate Professor in Immunology
The University of Texas Southwestern Medical Center (UT Southwestern Medical Center)
Dallas, TX, United States
1 month ago
If you have a strong geographical focus...
www.norcalherc.org

Mission
The Northern California HERC supports the efforts of each of its member institutions to recruit and retain outstanding faculty, administrators, and staff through the sharing of resources.

Dual Career
Employment decisions often involve two careers. Our dual career section can help.

News
HERC Goes National!
Visit www.hercjobs.org to search for jobs in higher education!

Northern California HERC Members
<table>
<thead>
<tr>
<th>Butte College</th>
<th>Cabrillo College</th>
<th>California College of the Arts</th>
</tr>
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<tbody>
<tr>
<td>California Institute for Integral Studies</td>
<td>California Maritime Academy</td>
<td>California State University Chico</td>
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<td>California State University East Bay</td>
<td>California State University Fresno</td>
<td>California State University Monterey Bay</td>
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<tr>
<td>Carnegie Mellon West</td>
<td>Chabot-Las Positas Community College District</td>
<td>College of Marin</td>
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<tr>
<td>Contra Costa Community College District</td>
<td>Defense Language Institute</td>
<td>Foothill/Delta College</td>
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<td>Gavilan College</td>
<td>Graduate Theological Union</td>
<td>Hastings College of Law</td>
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<tr>
<td>Hartnell College</td>
<td>Holy Names University</td>
<td>Los Rios Community College District</td>
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<td>Mendocino College</td>
<td>Merced College</td>
<td>Mills College</td>
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<td>Monterey Institute of International Studies</td>
<td>National Hispanic University</td>
<td>Naval Postgraduate School</td>
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<td>National University</td>
<td>Notre Dame de Namur University</td>
<td>Ohlone College</td>
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<tr>
<td>Sacramento State University</td>
<td>Saint Mary's College of California</td>
<td>San Francisco Art Institute</td>
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<td>San Jose State University</td>
<td>San José/Evergreen Community College District</td>
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<td>Santa Clara University</td>
<td>Santa Rosa Junior College</td>
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<td>University of California, Berkeley</td>
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<td>University of California, Merced</td>
<td>University of California, Office of the President</td>
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<td>University of the Pacific</td>
<td>University of San Francisco</td>
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<tr>
<td>West Valley/Mission Community College District</td>
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</table>
Category: Webinars

Four Simple Steps to Perfecting Your Elevator

You know that creating a solid letter and resume are...

Read More

Equal Pay: How to gain ground in the changing equal pay landscape

On average, women take home 80 cents to every dollar male...

Read More

Out on the Job Search: A Webinar for LGBTQ+ Higher Ed Job...

Is there a “right time” to come out to a prospective...

Read More
Professor in Experimental Biophysics

- London (GB)
- £66,084 to £82,837 per annum
- KINGS COLLEGE LONDON

The Department of Physics is seeking to appoint a Professor in Experimental Biophysics to undertake internationally leading...
## Adjunct Faculty (Biology/Science Department) #00043
*Posted On: October 26, 2018*  
*Closing Date: Continuous*

**District/College/City:** Sequoias Community College District, VISALIA

**Job Type:** Faculty

**Salary:** $54.26 - $67.14 Hourly

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## Adjunct Faculty Pool - Biological Sciences
*Posted On: October 15, 2018*  
*Closing Date: Continuous*

**District/College/City:** Sierra Joint Community College District, Rocklin

**Job Type:** Faculty

**Salary:** See PT Faculty Salary Sched

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## Adjunct Instructor - Biology
*Posted On: July 16, 2018*  
*Closing Date: Continuous*

**District/College/City:** Cabrillo Community College District, APTOS

**Job Type:** Faculty

**Salary:** $1.185 - $1.818 per unit

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## Adjunct Instructor - Biology
*Posted On: October 16, 2018*  
*Closing Date: Continuous*

**District/College/City:** West Hills Community College District, COALINGA

**Job Type:** Faculty

**Salary:** $68.00-$70.00/hour
TENURE-TRACK OR TENURE-ELIGIBLE POSITION IN THE LABORATORY OF CHEMICAL PHYSICS

NIH - National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK),

Postdoctoral Research Associate
University of California - Davis
Davis, CA, United States
3 days ago

Assistant/Associate Research Scientist
Texas A&M University
College Station, TX, United States

Description
TENURE-TRACK OR TENURE-ELIGIBLE POSITION IN THE LABORATORY OF CHEMICAL PHYSICS
They are 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.
Towson University - Assistant Professor

The Department of Physics, Astronomy, and Geosciences invites applications for a tenure-track faculty position in the area of biophysics starting Fall 2019.

• A Ph.D. in physics or a relevant area is required and postdoctoral experience is preferred.

• This position supports the Physics program and its efforts to establish a new multidisciplinary biophysics program.

• Teaching responsibilities will include introductory and upper–level physics and biology courses.

• Research responsibilities include establishment of a productive research program that involves students and pursuit of external funding.
University of Massachusetts Medical School - Program in Molecular Medicine

- 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 …
Interested in undergrad-oriented colleges?

New Publication Issued

CUR’s new book Excellence in Mentoring Undergraduate Research critically examines mentoring practices in undergraduate research across disciplines and institutional contexts. Order your copy today!
How to Get a Tenure-Track Position at a Predominantly Undergraduate Institution

How to Mentor Undergraduate Researchers

Science in Solution: The Impact of Undergraduate Research on Student Learning

www.cur.org
Sources of Information about unfamiliar Colleges and Universities – Petersons.com
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?
His smile was gracious and his eyes sage as he took my CV, and began the diagnostic. "Ah," intoned the Eminence, "perhaps you are the victim of a basic misunderstanding. This is a sales document."

*On The Market*
What was made more clear by today’s presentation?

What topic deserved more time?

Question for next session