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

Show Results
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?

Show Results

www.menti.com and use the code 27 02 95
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
# The Timing/Stages of the Process

<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>
</tr>
<tr>
<td>Dec 2016</td>
<td>Decide On Long-Short List&lt;br&gt;SC Presents Recommendations to Full Department</td>
</tr>
<tr>
<td>Period</td>
<td>Events</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=>Second Offer Made
- Negotiations Begin
- Official Offer Letter Received
- First Paycheck/Benefits/Faculty Library Card
Get to know Callisto

Take advantage of Cal's inside connections with Callisto—our customized portal to job listings, event registration, on-campus recruiting, and more.

LEARN ABOUT CALLISTO NOW →
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
Finding Your Footing in a New Position

Nicole Matos, August 8

Don’t let go too quickly of all that energy, enthusiasm, and competitive spirit you put to good use on the job market.
Faculty & Research jobs related to "Biology"

1 - 25 of 198

SPONSORED JOBS

Assistant Professor of Applied Aquatic Ecology
University of Michigan  (Posted 07/29/15)

Mellon Post-Doctoral Fellowship in Bio-Humanities, 2016-2018
University of Illinois at Urbana-Champaign, Illinois  (Posted 07/21/15)

Faculty, Biology/Chemistry/Physics/Science Ed.
Kennesaw State University, Georgia  (Posted 06/08/15)

TODAY

Tenure-Track Faculty Position in Mathematical Biology
Virginia Tech Mathematics Department, Virginia  (Posted 08/03/15)

Assistant / Associate Professor Biological Sciences (STEM)
The University of Memphis  (Posted 08/03/15)

Temporary Instructional Laboratory Technician - Biological Sciences
West Valley-Mission Community College District  (Posted 08/03/15)

AUGUST 2

University of Denver - Psychology Department (4 Faculty Positions)
Psychology Department at University of Denver, Colorado  (Posted 08/02/15)
Found 196 Faculty jobs

Refine your search

- Discipline
- Location
- Position Type
- Salary Band
- Job Type

Don't miss new jobs for this search
Your email

Focus your search on your preferred science discipline. Select from faculty positions in biology, molecular biology, biomedical science, chemistry, engineering and 100 more subject areas.

Assistant Professor, Molecular Biophysics Program
North America | Competitive salary based on experience + benefits

The Molecular Biophysics Program of Wesleyan University invites applications for a tenure-track assistant professor position.
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.

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

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

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

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.
If you have a strong geographical focus
## 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 information and resources.

## Dual Career

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

## News

**HERC Goes National!**

Visit [www.hercjobs.org](http://www.hercjobs.org) to search for jobs in higher education.

## Northern California HERC Members

- Butte College
- Cabrillo College
- California College of the Arts
- California Institute for Integral Studies
- California Maritime Academy
- California State University Chico
- California State University East Bay
- California State University Fresno
- California State University Monterey Bay
- Carnegie Mellon West
- Chabot-Las Positas Community College District
- College of Marin
- Community College League of California
- Contra Costa Community College District
- Defense Language Institute
- Foothill/De Anza Community College District
- Gavilan College
- Graduate Theological Union
- Hartnell College
- Hastings College of Law
- Holy Names University
- Los Rios Community College District
- Mendocino College
- Merced College
- Mills College
- Monterey Institute of International Studies
- National Hispanic University
- Naval Postgraduate School
- Notre Dame de Namur University
- Ohlone College
- Sacramento State University
- Saint Mary's College of California
- San Francisco Art Institute
- San Francisco State University
- San Jose State University
- San José Evergreen Community College District
- San Mateo Community College District
- Santa Clara University
- Santa Rosa Junior College
- Sonoma State University
- Stanford University
- University of California, Berkeley
- University of California, Davis
- University of California, Merced
- University of California, Office of the President
- University of California, San Francisco
- University of California, Santa Cruz
- University of the Pacific
- University of San Francisco
- West Valley/Mission Community College District
## REGIONAL HERCS

<table>
<thead>
<tr>
<th>Region</th>
<th>Region</th>
<th>Region</th>
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<tbody>
<tr>
<td>Greater Chicago Midwest</td>
<td>Michigan</td>
<td>Southern California</td>
</tr>
<tr>
<td>Greater Missouri</td>
<td>Mid-Atlantic</td>
<td>Upper Midwest</td>
</tr>
<tr>
<td>Greater Oregon</td>
<td>New England</td>
<td>Upstate New York</td>
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<tr>
<td>Greater Tennessee</td>
<td>New Jersey - Eastern Pennsylvania - Delaware</td>
<td></td>
</tr>
<tr>
<td>Greater Texas</td>
<td>Northern California</td>
<td></td>
</tr>
<tr>
<td>Greater Washington State</td>
<td>Ohio - Western Pennsylvania - West Virginia</td>
<td></td>
</tr>
<tr>
<td>Metro New York &amp; Southern Connecticut</td>
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Source: [hercjobs.org](http://hercjobs.org)
Webinars

HERC's free jobseeker webinars give you access to leading career development experts.

Upcoming Webinars

Creating and managing your professional identity to define your research agenda and to guide your career path
Thursday, November 12th - 10 PT/11 MT/12 CT/1 ET
Click here to Register

Archived Webinars Available on Demand

Jobseeker Career Search & Development

HERC webinars are recorded and made available online for jobseekers to view on demand. Visit the [HERC Jobseeker Webinar Page](#) to browse through the various offerings or click on the titles below to directly access the webinar of your choice.

- What Works for Women at Work: How to navigate subtle gender bias successfully
- Global Academic Careers: Exploring International Opportunities
- Employers Think I'm Old: Emphasizing My Experience to Get Faculty and Non-Faculty Positions in Higher Ed
- Targeting Your CV or Resume for Faculty or Non-faculty Positions
- The Campus Visit: Interviewing for Faculty Positions
- Expanding Your Career Networks
- Insider Tips for Finding a Job Outside Academia
- Ask the Experts: Answers to Your Toughest Academic Job Search Question
- Academic Job Search in the Sciences
- Power and Challenge: The Now and Next of Women in STEM
- Disclosing Disability: What You Need to Know
- Interviewing!
- Making Your Case: Writing Cover Letters for Non-Academic Jobs
- How to Understand Academia and Succeed
- Not a Bad Gig: Academic Career in the Two-Year Colleges
Search 2,336 Academic & University jobs
California Community College Jobs

Search Form

Note: To select multiple Job Types or Counties, hold down the Ctrl key on a PC or the Apple command key on a Mac.

Jobs Posted
---Any Time---

Keyword(s)

☐ Require all words  ☐ Require any words

Note: Searches job title, salary information, and posting description. Use (*) as a wildcard. Example, *comp* will find things that start with "comp" like computer, company...

Job Type(s)
- Faculty
- Management
- Staff
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.
How many of you have ever set foot on, much less attended a non-research university?

Show Results
Franklin & Marshall College - Assistant Professor in Public Health

- The Biology Department of Franklin & Marshall College invites candidates who should have demonstrated strengths in teaching and research, and broad interests in public health.

- Responsibilities 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.

- The successful candidate will be expected to engage undergraduates in research, and start-up support is available.

- Franklin & Marshall is a small (enrollment 2400), highly selective...
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?
"How To" Series

"How To Develop and Administer Institutional Undergraduate Research Programs"

- A step-by-step approach to developing and managing a campus-wide undergraduate research initiative
- Commentaries on undergraduate research issues relating to faculty, students and curricula
- Common practices and surveys
- Useful vignettes

"This manual provides a guide to the crucial questions that must be raised and answered at various stages in the decision-making and implementation process... (It is) a much-needed guide for the institutions that wish to begin or expand an undergraduate research program, while at the same time it offers fresh ideas and evaluation tools for more experienced institutions."

-Larry Wilson,
Past President, Marietta College

Authored by: Toufic M. Halim
ISSN: 1941-285-9
Year Published: 2000
Pages: 75
Format: Print

"How To Get A Tenure-Track Position At A Predominantly Undergraduate Institution"

"How To Get A Tenure-Track Position at a Predominantly Undergraduate Institution" outlines the process of landing a tenure track position at a predominantly undergraduate institution (PUI). Applying for a tenure track position at a PUI is a fundamentally different process than applying for a tenure track position at a research institution with a large graduate enrollment. Graduate thesis advisors and postdoctoral advisors are sometimes unaware of the culture at undergraduate institutions. This booklet will bridge the information gap between PUIs and research institutions and give you some practical advice that will make your application stand out from the rest. Topics covered include a description of what a job at..."
Undergraduate Research Highlights

Biology Highlights

Total Listing: 181 (Listed by the order of record adding time, Descending)

- Male mate choice and female receptivity contribute to reproductive interference between insect species (3/7/2016)
- High-glucose diets have sex-specific effects on aging in C. elegans: toxic to hermaphrodites but beneficial to males (3/7/2016)
- Characterization of Staphylococcus aureus isolated from the nasal cavity flora of nursing majors (3/7/2016)
- Enhancing management effectiveness of invasive lionfish using distance sampling and detection probability (3/7/2016)
- Applied Ethics Can Foster the Teacher-Scholar Model and impact Undergraduate Research Campus-wide (3/7/2016)
- Development and application of molecular biomarkers for characterizing Caribbean Yellow Band Disease in Orbicella faveolata (3/7/2016)
- Calcium mobilization is both required and sufficient for initiating chromatin decondensation during activation of peripheral T-cells (3/7/2016)
- Identification of diatoms in a healthy Pennsylvania stream compared to three downstream sites impacted by Abandoned Mine Drainage (3/7/2016)
- Detection of Estrogenic and Anti-estrogenic Activities of Dietary Plant Extracts by In Vitro Reporter Assays (3/7/2016)
### Stetson University

**DeLand, FL**  
**LOCATION**

<table>
<thead>
<tr>
<th>Student Ratio</th>
<th>Total Students</th>
<th>Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>57% Females</td>
<td>3,084 Students</td>
<td>$42,890</td>
</tr>
<tr>
<td>43% Males</td>
<td></td>
<td>In-State</td>
</tr>
</tbody>
</table>

**Private Type**  

**Small Setting**

**Rolling**  
**Fall Application Deadline**

<table>
<thead>
<tr>
<th>Acceptance Rate</th>
<th>Admission Difficulty</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>Moderately Difficult</td>
</tr>
</tbody>
</table>

**Average test scores for all first-year students that were accepted and enrolled.**

<table>
<thead>
<tr>
<th>SAT Math</th>
<th>SAT Reading</th>
<th>SAT Writing</th>
<th>ACT Composite</th>
</tr>
</thead>
<tbody>
<tr>
<td>572</td>
<td>588</td>
<td>564</td>
<td>26</td>
</tr>
</tbody>
</table>
# Student Body

## Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>14.36%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>8.24%</td>
</tr>
<tr>
<td>White or Caucasian</td>
<td>64.3%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>.52%</td>
</tr>
<tr>
<td>Asian</td>
<td>2.14%</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander</td>
<td>.16%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>3.11%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1.17%</td>
</tr>
</tbody>
</table>

## Other Student Statistics

International Breakout: 6% representing 55 other countries
<table>
<thead>
<tr>
<th>Faculty Breakout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Faculty</td>
</tr>
<tr>
<td>Full-time Percentage</td>
</tr>
<tr>
<td>Part-time Percentage</td>
</tr>
<tr>
<td>Female Percentage</td>
</tr>
<tr>
<td>Male Percentage</td>
</tr>
<tr>
<td>Student:Faculty Ratio</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
Next Session

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
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?

Show Answers

Show Answers