Job Searches & Interviewing
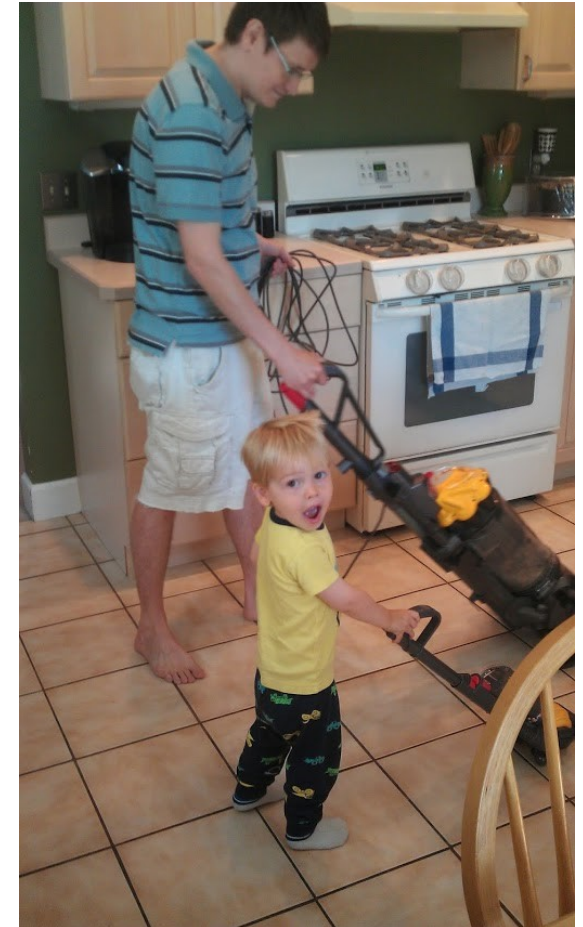
Leo Porter (UC San Diego)

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:**   ← Hard to search while teaching!
  - 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   ← They often have the least flexibility here.
- Housing Assistance
- Startup
- Conference travel support
- Student funding
- Summer funding

Managing Timelines

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