

# Job Searches & Interviewing

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# Outline

3-5 minutes background on us for job searches. Where we looked/  
how we looked.

How to find positions

Applying:

- CVs
- Split up phone screens vs. in-person
- Negotiation stage (tough!!!)

Questions

A bit about us...

# Who Am I?

# Leo Porter

## Research:

Computer Science Education Research (CSER)

Peer Instruction, Faculty Adoption, Assessment

PhD: Computer Architecture (UCSD)

Research: Speculative Multithreading, Thread Migration

Interests: computer science education research, high performance computing

## Education:

4 years UCSD, 3 years Skidmore College

Courses: CS1 Java, CS1.5, Advanced Data Structures, Architecture, Computer Organization, Operating Systems, Teaching methods in CS, Plagues and Epidemics, Genetically Modified Organisms

Thesis: Java Programming: Object-Oriented Design of Data Structures  
Specialization

## Life

Officer in the Navy (2000-2004)

## I'm not working:

~~Reading, swimming, triathlons,~~ Chasing my son...



# Who Am I?

## Background:

PhD: (Rutgers, 2013)

- Algorithmic aspects of privacy
- Applying the above to datasets

## Research:

Above

Privacy and problems of public interest

Privacy and HCI

## Education:

Last year Bucknell, 2 years Wellesley College

Courses: CS1 Python, CS for non-majors, writing-intensive

CS for non-majors, seminar on privacy

Coming up!: CS for non-majors -- *Creative Computing & The Social Good*.

## What I'm not working:

Hiking, Knitting, reading poetry

# Darakhshan Mir



# job search basics

## Exploring positions

“How to select a university ..., which is right for me!?”

## Think carefully about what you enjoy

- For me, being a teacher-scholar
- Enjoy one-on-one interactions with students
- Particularly, those who don't see CS as a default choice
- Think of myself as a scholar
- Immersive for my teacher and scholarly persona
- Research/Scholarship: “Quality not quantity...”
- Careful, reflective, continuously improve teaching

## Dig up data on what those kinds of places are:

- NSF, CRA
- Teaching load

# Job Searches

# Leo Porter

## Job Search

### 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), interested in CSER (1 pub, 2 in submission)

### Rejected PUI Schools:

Sent out ~30 applications, ~12 phone interviews, 7 in-person, favorable # of offers

### Lessons:

Costs of different talks required + physical/emotional demands

Instincts tested....

How human some interviews were

Differing views on CSER

Fortune == Tough Decisions / Negotiations (very happy with outcome, though tough to second guess)

# Job Searches      Leo Porter

## ↳ "Search"

### **Position at search time:**

Strong Teaching Evals for 2 years

CSER primary (~15 pubs), arch secondary (5 pubs)

Consultant for California-based HPC research company

Happy at Skidmore (but family reasons for California return)

### **Reached by UCSD:**

Conducted very targeted search

### **Lessons**

Difficulties with R1 Teaching Faculty positions

- Particularly for CSER

Research vs. Teaching faculty view on teaching excellence

"Enthusiasm" while asking tough questions

# Job Search 2013 (Darakhshan Mir)

ABD in grad school

- Teaching and outreach experience

Primarily wanted to personally experience a liberal arts college

Applied to teaching-focused places and postdocs with teaching component (2)

- Dartmouth – Neukom Scholar
- Princeton – CITP

Interviewed (offered) tenure-track/VAP at liberal arts colleges

Accepted a unique 2-3 year position at Wellesley College

- Developed as a teacher and independent scholar

# Job Search 2015 (Darakhshan Mir)

Applied selectively, decided to go on the market because of two-body  
lingering issues from grad school

Was more discriminating this time around

“Is it possible to move from a non-tenure to a tenured job at the  
same school, or should I start applying to other schools.”

# Interview Process

## Q&A

Some suggestions:

- Preparing CVs
- Presenting yourself
- Phone interviews
- In-person interview

“How to effectively articulate and present my teaching and research experience during an interview process.”

# Negotiation

Startup

Conference travel support

Student funding

Summer funding

*Q: “How do two-body hires work at small schools? What about at consortia? When do I raise my two-body problem? With whom? Should my advisor back-channel on it?”*

# Resources

Leo's MOOC

NSF/ CRA