



The Hiring Process in Academia

Hiring process

- Differs between departments:
 - committees make shortlists
 - faculty often votes to rank-order shortlists
 - administration approves, and
 - interview requests or offers are then made
- Preliminary interviews:
 - Joint Mathematics Meetings
 - Phone or Skype interviews
- Campus interviews:
 - **Formal interview lecture:** (details on next slide)
 - Typically a research talk (but targeted at a general mathematics audience)
 - Some departments (in particular, liberal arts colleges) ask that you give a calculus/linear algebra lecture for undergraduate students
 - Formal meetings with Chair and Dean
 - Informal meetings and lunches/dinners with faculty

Interviews ...

- Be professional
- Be yourself

- Interview lecture:
 - Give a broad, accessible introduction, motivate why you are interested in the problem, put your research into context
 - Spend 20-30 min on your own contributions
 - (can be technical but make clear how this relates to the motivation you outlined before)
 - Outline of other problems you work on, future research, ... **do not go over time!**

Do not go over time!

Interviews ...

- Questions you may be asked:
 - Why did you apply?
 - How do you see yourself fitting into the department?
 - How would you strengthen the department?
 - What courses do you want to teach?
- Question you may want to ask:
 - Living environment: benefits (health insurance, retirement), housing (schools, day-care)
 - Junior sabbaticals, parental leave (and the tenure clock.)
 - Teaching: teaching load, which courses would I teach?
 - Research: quality of facilities, financial support for seminar speakers
 - Service: expectations for service and committee work
 - Expectations: what are the expectations for tenure? how many junior faculty got tenure over the past years? how is teaching and research evaluated?
 - Support: seminars, graduate students, postdoc positions, visitors, ...

Negotiations ...

- Negotiations often start before a formal offer is made – prepare for this case
- In principle, everything can be negotiated, though what you may obtain in the end depends on your leverage (other offers) and on the position (postdoc offers are much more rigid)
- Prepare a wish list:
 - salary, startup funds (ideally not time-limited), teaching reduction, service load, office space, computer equipment, moving expenses
- Prioritize your list and prepare arguments/justification for what you ask for (eg “I plan to apply for grants XYZ in my first year, so a teaching reduction would be helpful”) and emphasize benefits for department (if there are any)
- Startup often comes from the Dean’s office: give the Department Chair arguments that they can work with
- Be polite but also state your requests clearly: have your mentor read over your emails if you are unsure about how to formulate requests or inquiries.

Applying for jobs in industry

CareerLab at Brown

Chapter 5: Outside Academia – Finding a Job in Industry, Business, or Nonprofits

<http://brown.edu/campus-life/support/careerlab/graduate-students/doctorsal-students/doctorsal-students>

Preparing for the nonacademic job market

- Apply for internships in companies or national labs
- Make use of Brown's career fair and BRUnet

Job opportunities

- <https://shibboleth-brown-csm.symplicity.com/sso/> – Brown Job Board
- <http://jobs.nagps.org/a/jobs/find-jobs> – Natl Assoc. of Graduate Students
- <http://jobs.phds.org/>
- <https://www.siam.org/careers/internships.php>

Applying for jobs in industry

Application materials

- Cover letter (1 page):
 - tailor the cover letter to the job you apply for: showcase the skills and personal characteristics that the employer looks for (mention your communication, teamwork, research, analysis, and other skills that are desirable in the non-academic setting)
- Resume (1-2 pages):
 - highlights your skills and experiences to show that you are a good fit for the targeted position
 - the purpose of your resume is to secure an interview: it needs to convince the reader that you are the person they are looking for
 - when changing your CV to a resume: what will help you make your case to a prospective employer and what will merely distract him or her?

Brown's CareerLab

- Beverly Ehrich offers group and individual information sessions, and runs the annual "GradCON" conference.