Academia

Faculty Hiring

Last week the CS department made offers to 2 faculty candidates… how did this happen?

Faculty Job Search

Look for schools that are hiring in CS

- CRA.org, various "higher ed job" websites

Prepare your materials:

- CV, teaching statement, research statement, cover letter

Request letters of recommendation

- How to pick?

Submit applications November to January

Interviews

Round 1: phone interviews

- 15 minute discussion with search committee
- *What do you want them to learn from this?*
- typically ~6-8 phone interviews per position

Round 2: on campus interviews

- 1-2 days, very intensive
- Research talk: 1 hour
- 1-on-1 meetings: 30 minutes each
- Meet with dean
- *What do you want **them** to learn from this?*
- *What do **you** want to learn from this?*
- Dinners, lunches
- typically ~3-4 on campus interviews per position

Job Talk

What makes a good job talk?

Questions to ask?

You need to have lots of questions to ask!

- Shows you care!

Behind the scenes

Faculty meeting to discuss candidates

Vote if they are "hirable"

Rank candidates in order

What affects this?

You got an offer!

Chair will contact you with offer

Still many things to negotiate:
- Teaching load
- Salary
- Startup package

Why be a professor?

You must love:

- Working hard
- Making your own decisions about what to work on
- Presenting your ideas
- Writing
- Teaching

Teaching

Research

Service