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## Search Committee's Perspective

- ❖ The Search Process
- ❖ The Candidate


Academic Job Search 2



## Starting

- ❖ Dance with Dean
  - ❖ Opening or not
  - ❖ How narrow


Academic Job Search 3



## Dean Dances with Higher ups

- ❖ Final word – timing
- ❖ “Approved pending final budget approval”


Academic Job Search 4



## Timing of search process

- ❖ Sliding time line
- ❖ Pivots on time of the annual conference for the main discipline

Academic Job Search 5



## Prior to conference

- ❖ Search committee members networking with colleagues
  - ❖ Who is moveable (mid and senior level)
  - ❖ What students coming out look strong
  - ❖ Who will be presenting at annual conference
    - ❖ Espec. Important for younger, potential asst. profs.
  - ❖ Comm. may look up, contact those who submitted strong applications

Academic Job Search 6

## At conference

- ❖ Search committee members try and hear talks / sessions relevant to hiring areas
- ❖ “Job market” interviews set up at conference – useful – see HANDBOOK tips

## Culling

- ❖ Publications in good outlets, preferably as first author
- ❖ Varied teaching experiences as primary instructor
- ❖ Detailed, high quality teaching portfolio, including evidence of quality instruction
- ❖ Participant in externally funded research, even if not PI or co-PI
- ❖ Rec letters: bigshot, or someone senior person on comm. knows and trusts

## Interview day: top criterion

- ❖ Job talk must be flawless
  - ❖ If choice, road test topics with search comm. contact
  - ❖ Question fielding equally crucial
- ❖ May be asked to give class instead

## Also...

- ❖ On stage from minute 1 you are in town – bar night before story
- ❖ Short talks with each faculty member vital – everyone is important – comm. will poll
- ❖ Student time – grads and ugrads both, preferably - request
- ❖ My projective test question
- ❖ Know some about everyone’s work
- ❖ Have at least 2-3 detailed research agendas

## Ideal candidate

- ❖ Interested in coming, informed about dept., endless energy
- ❖ Strong external funding prospects
  - ❖ Best predictor of future behavior is past behavior
- ❖ Evidence of quality instruction and commitment thereto
  - ❖ Not just evaluations, teaching portfolio crucial – move to reflective/empirical pedagogy
- ❖ Widely informed and read in discipline and beyond
- ❖ Easy to get along with – clues to prima donnas or no-service-please