Connexions module: m14810

HOW TO FIND THE RIGHT INSTITUTIONAL FIT*

Susan Cates

This work is produced by The Connexions Project and licensed under the Creative Commons Attribution License †

Workshop Authors: Mike Orchard (Rice-ELEC), Tom Killian (Rice-Physics), Sallie Keller-McNulty (Rice-Dean of Engineering), Karen Hirschi (Baylor), and Farinaz Koushanfar (Rice-ELEC) [1]

1 Slide 1: Welcome and introduction (Tom Killian)

- Think hard about finding what is right for you.
 - · What is important for you?
 - · Most applicants go into the process without spending enough time at this.
- Be proactive and find the information you need.
- Application and interview process can teach you much about your field and yourself.
- Be honest and up front about your goals and interests.

2 Slide 2: What are your options? (Sallie Keller-McNulty)

- Research institution vs teaching institution vs government lab and overlap between them
- Post doc vs permanent position
- First job vs last job point of view

3 Slide 3: What should you consider when looking for the right institutional fit? (Mike Orchard)

- Think about what makes you productive...what do you need?
 - · Collaborative, resources, facilities
 - · Not the same for every person
- Quality of life
 - · Cost of living, weather, other interests
- Expectations of you and institution
- Teaching load, junior leave
- During the interview process, the institution is trying to make its best impression...it won't get better than this.

^{*}Version 1.1: Jul 26, 2007 5:15 pm -0500

[†]http://creativecommons.org/licenses/by/2.0/

Connexions module: m14810 2

- Support for new faculty
- Joint academic appointments
- Space available
- Senior colleagues
- Future directions of the department
- Quality of the graduate students
- Quality of the undergraduate students
- Support of senior administration

4 Slide 4: What resources do you have for learning about institutions and options? (Karen Hirschi)

- Advisor you can make it easy for him or her by providing good information on what you are considering
- Networking
- Junior faculty
- Colleagues at other institutions

5 Slide 5: What will your strategy be? (Farinaz Koushanfar)

- Various stages pre application, application, interview, after offer
- Be proactive, especially once you have an offer it makes you look strong!
 - · Ask to meet with women faculty separately
 - · Ask to meet with students, human resources
 - · Ask to sit in on a class or seminar see what they show you.
- Make your application appropriate for the institution
- Networking, or at least making it look like you are in the network by making your application appropriate for the institution
- During the offer phase, envision and negotiate for what will make you succeed...think broadly
- Being engaged and asking hard detailed questions on every visit will let the committee know you are interested. This is a good thing.
- Identify who is on your committee and who is not junior faculty can provide good information on the choices you are faced with.

References

[1] Sallie Keller-McNulty Karen Hirschi Mike Orchard, Tom Killian and Farinaz Koushanfar. Finding teh right institutional fit: Nsf advance workshop at rice university, October 2006. http://www.advance.rice.edu/negotiatingtheidealfacultyposition/agenda.html.