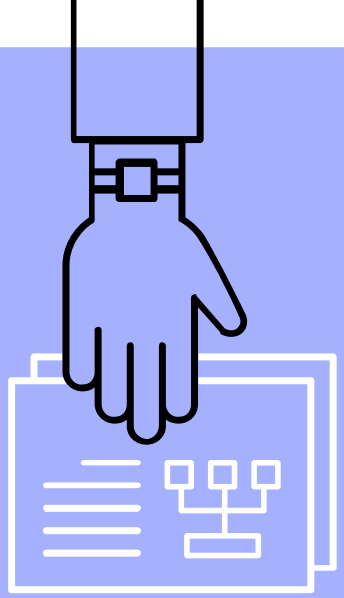
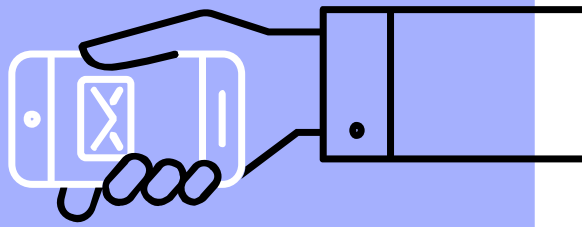
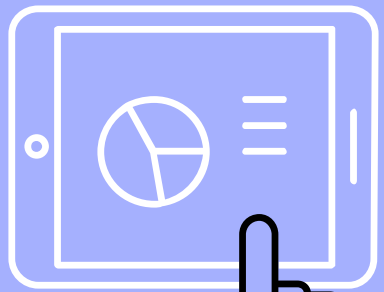
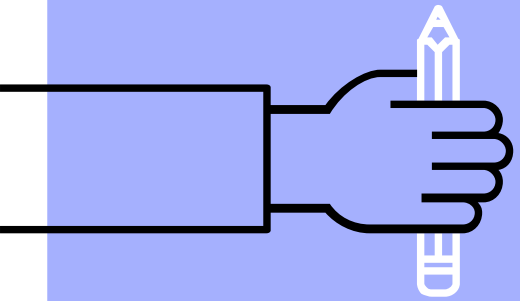


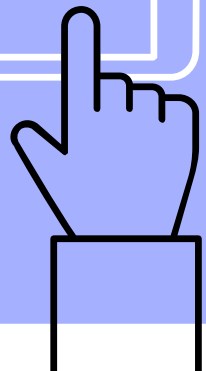


NAVIGATING THE ACADEMIC JOB MARKET



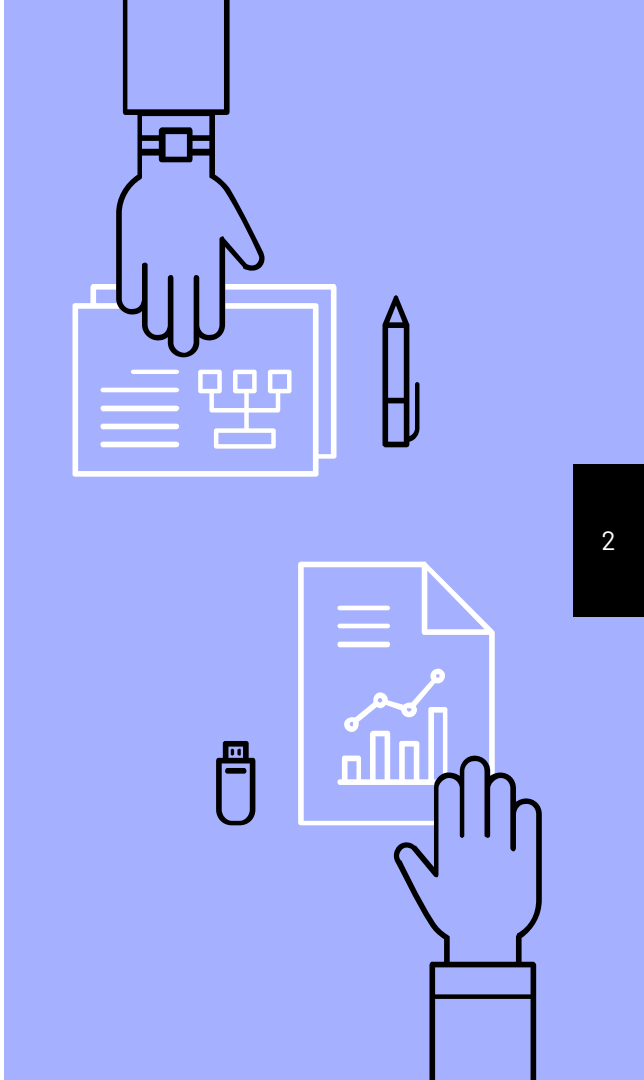


KEVIN WONG, PHD
Assistant Professor
Pepperdine University

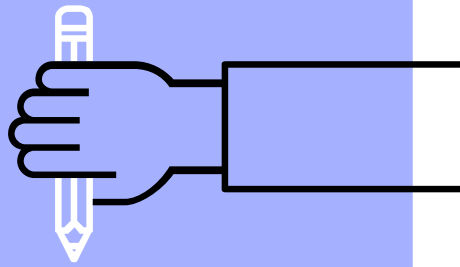


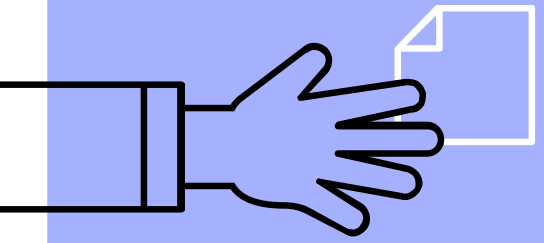
NAVIGATING THE ACADEMIC JOB MARKET

- The application
- The phone interview
- The campus visit
- The offer



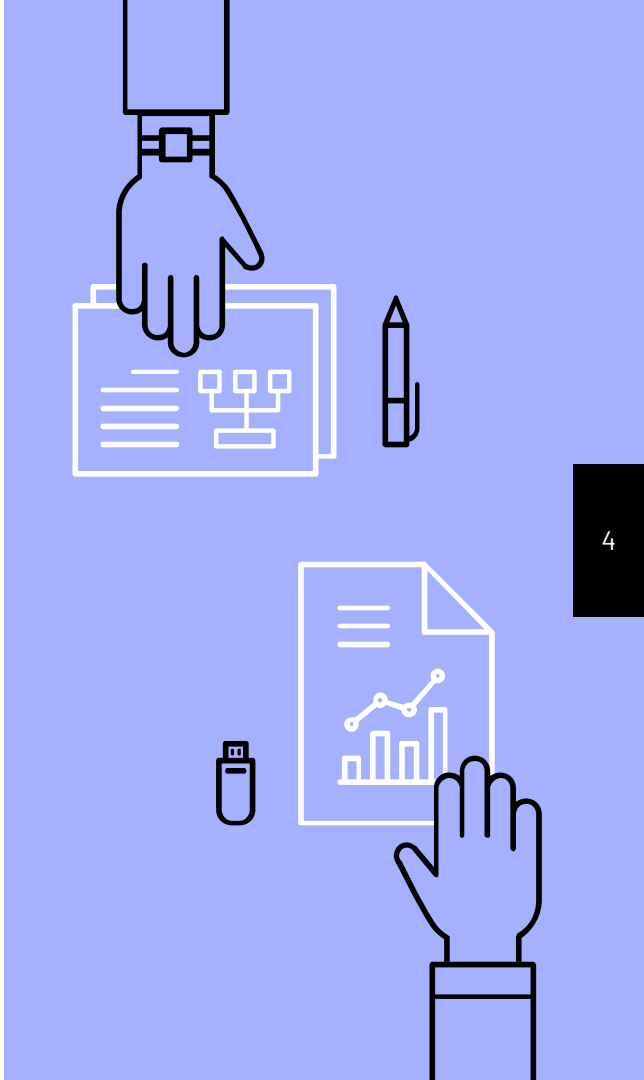
1.
THE
APPLICATION





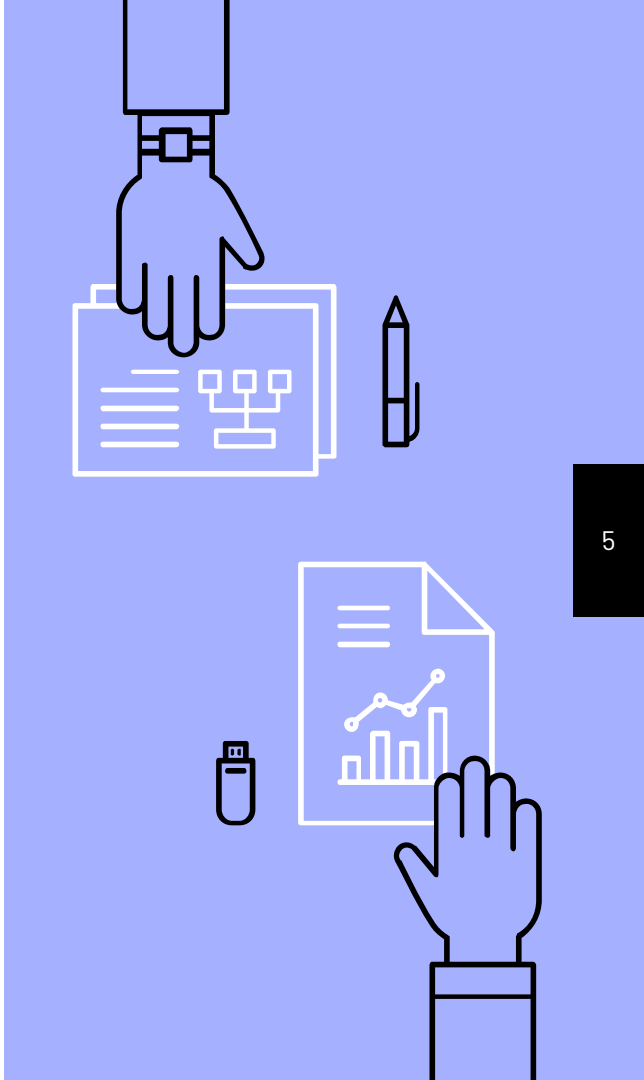
THE APPLICATION

- **Priorities**: location, demands for research and teaching, department, job description aligning with your narratives
- **Sources**: HigherEdJobs, The Chronicle, Bookmark HR websites of interested universities, SIG listservs, colleagues



THE APPLICATION

- R1, R2, Research Firm, Post Doc
- Prepare statements for each type of institution, then tailor it to the job description
- **Perspective**: You want someone on the search committee to fight for you. You want to be the “xyz” person (e.g., bilingual ed; ethnographer; etc.)



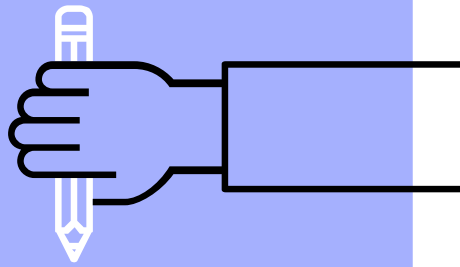
Status	School	Location	University Classification	Tenure-Track	Position	Concentration
Applied		San Mateo, CA	Firm	N	Researcher	English Language Learner
Applied		Chapman, CA	R2	Y	Assistant Professor	Integrated Education Studies
Applied		Claremont, CA	R2	Y	Assistant Professor	Education
Applied		Los Angeles, CA	M	Y	Assistant Professor of Educational Techno	Educational Technology (in Ele
Applied		Hong Kong	R1	Y	Assistant Professor of Early Childhood Ed	Early Childhood Education
Applied		Hong Kong	R1	Y	Assistant Professor	Early Childhood Education
Applied		Atlanta, GA	R1	Y	Assistant Professor	Reading Education w/ focus on
Applied		Cambridge, MA	R1	Y	Assistant/Associate Professor	David J. Vitale Assistant/Assoc
Applied		Raleigh, NC	R1	Y	Assistant/Associate Professor	Literacy, Policy Analysis, Progr
Applied		Malibu, CA	R2	N	Professor of Education with expertise in T	Teacher Preparation and Peda
Applied		Santa Monica, CA	Firm	NA	Quantitative Education Policy Researcher	
Applied		San Francisco, CA	M	Y	Assistant Professor	Early Childhood
Applied		San Jose, CA	M	Y	Assistant Professor	Language Development
Applied		Santa Clara, CA	D	Y	Assistant Professor of Child Studies	Urban Education (includes mul
Applied		Berkeley, CA	R1	Y	Assistant Professor	Literacy, Reading, Bilingual/Mu
Applied		Wilmington, NC	R2	Y	Assistant/Associate Professor	Language & Literacy
Applied		Boulder, CO	R1	Y	Assistant/Associate Professor	Bilingual Learning

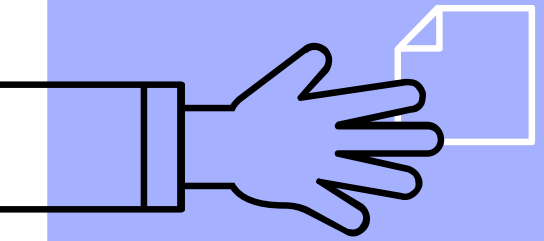
MY APPLICATION SPREADSHEET

- School
- Location
- University classification
- Tenure-track
- Position
- Concentration
- Due date
- Source of Job Description

- CV
- Cover Letter
- Research Statement
- Teaching Statement
- Diversity Statement
- Writing Sample
- Number of References
- Sample Syllabi
- Student Evaluations

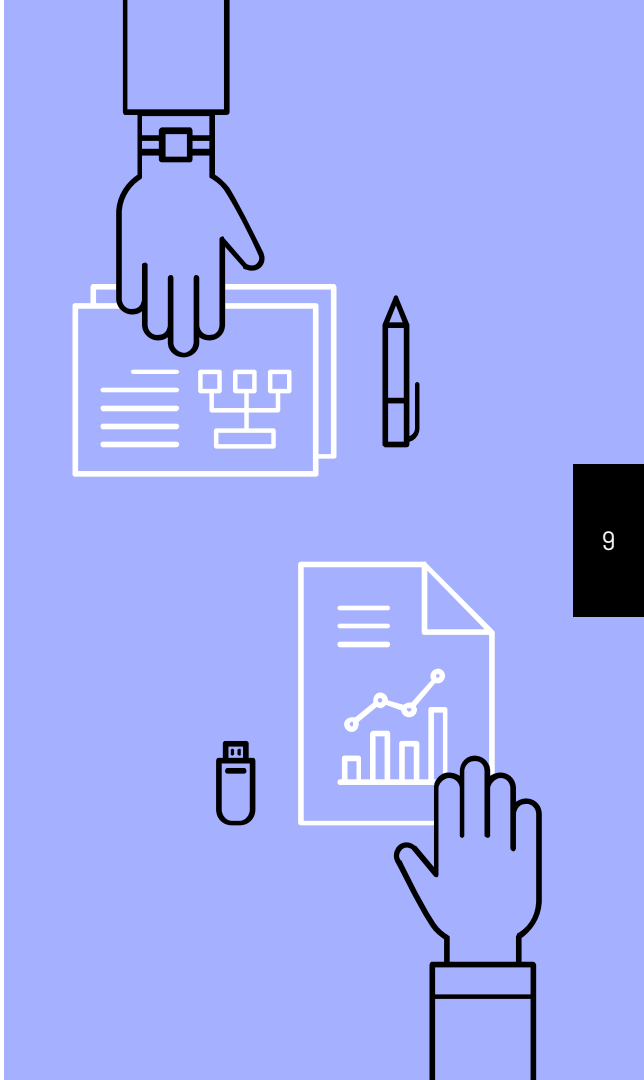
2.
THE PHONE INTERVIEW





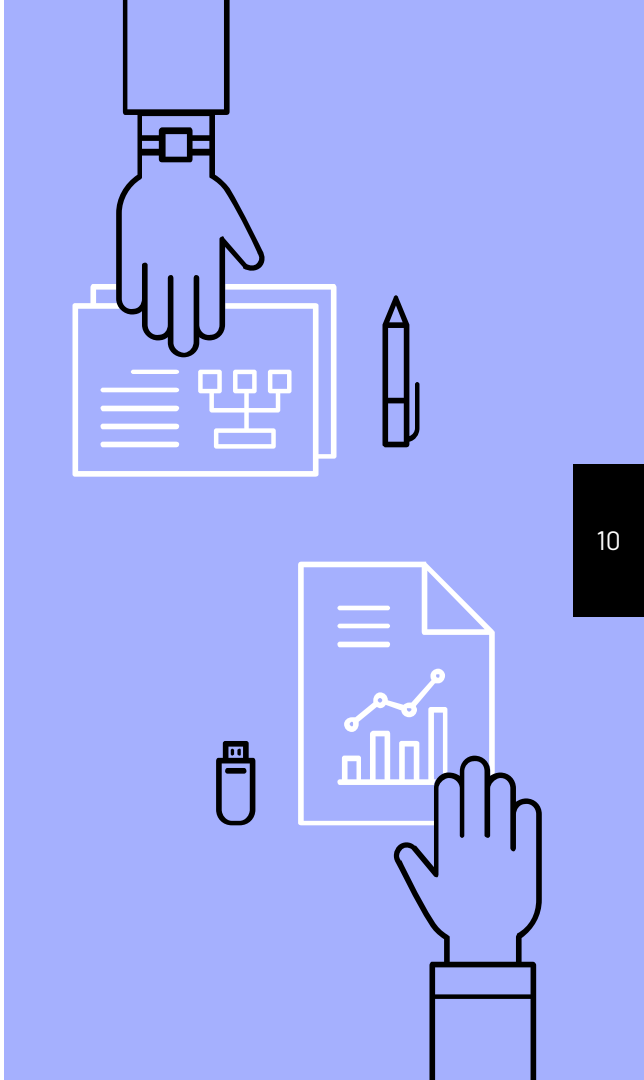
THE PHONE INTERVIEW

- You never leave a phone interview feeling like it went perfectly; Also video > phone
- Strategically place notes that include
  - A class you could teach
  - The purpose of your dissertation and broader research agenda
  - Questions you want to ask them
- **Perspective**: They are looking for you to bring your application to life; They are looking for a colleague.



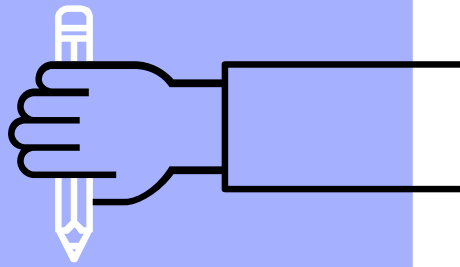
MY INTERVIEW QUESTIONS

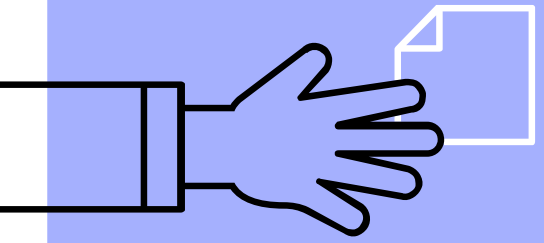
1. Why [this university]?
2. What is your research agenda and how do you see yourself developing it in the next 2-5 years?
3. How do you teach diverse students with varying needs?
4. How does your teaching inform your research and research inform your teaching?
5. How will you collaborate with others? (name specific people)
6. What courses could you teach?
7. How can you balance teaching, service, and research?
8. What materials or equipment would you need to move your research forward?
9. What's something about you that you haven't been able to tell us?



It's called practice.
C-SPAN
c-span.org

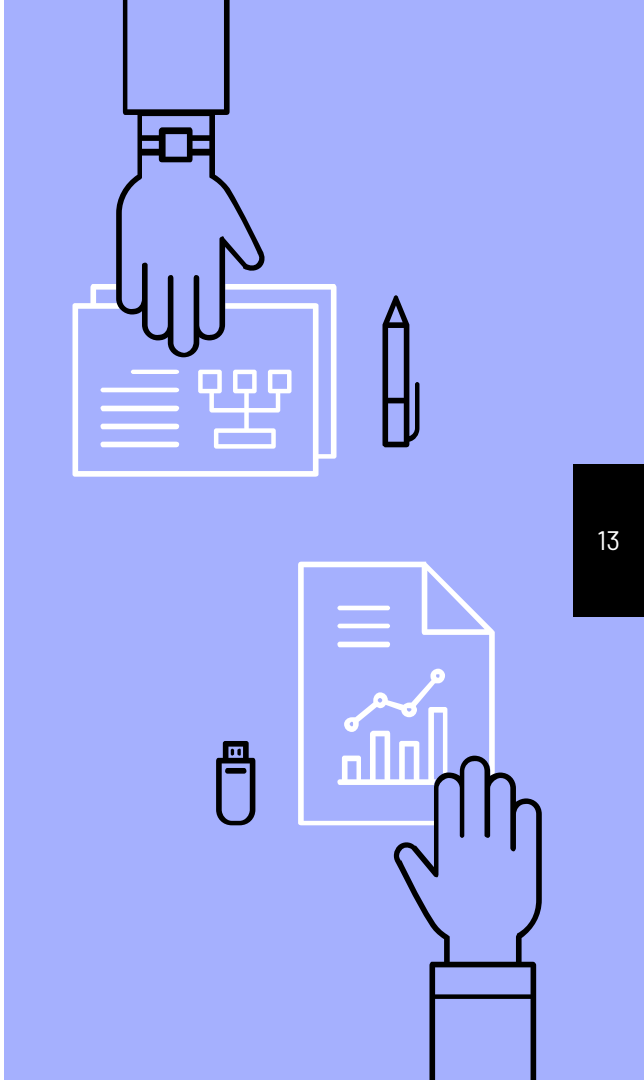
3.
THE CAMPUS VISIT





THE CAMPUS VISIT

- The job talk is only one part of it
- R2s may ask for teaching demos, which vary
- Talk to faculty and understand their vibe; What stresses them out, what makes them happy at the university? These are your potential future colleagues!
- Know the perspectives of your chair, associate dean, and dean
- Jot down your reflections soon after the visit
- **Remember**: You are *on* from the second they see you. It's tiring, but have fun!

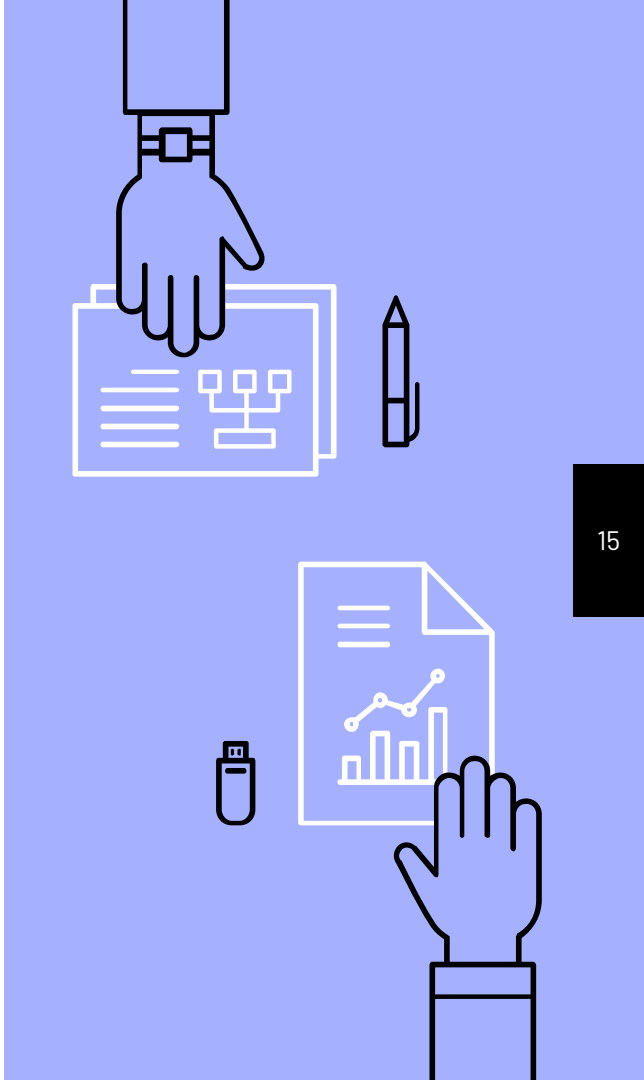


SAMPLE ITINERARY

Time	Activity	Location
8:00am	Pick up from Hotel	
8:15am-8:45am	Breakfast	
8:45am-9:00am	Meet with [redacted] Administrative Analyst / Walk to [redacted]	
9:00am-9:30am	Meet with Associate Dean [redacted]	
9:30am-10:00am	Meet with Dean [redacted]	
10:00am-10:15am	Break	
10:15am-10:30am	Prepare for Teaching Demonstration	
10:30-11:30am	Teaching Demonstration [redacted]: Childhood and Adolescence in a Multicultural Society	
11:30am-12:00pm	Break	
12:00pm-1:00pm	Lunch with Tenure/Tenure-Track Faculty	
1:00pm-1:45pm	Campus Tour	
1:45pm-2:45pm	Meet with Department Chair [redacted]	
2:45pm-3:00pm	Prepare for Research Talk	
3:00pm-4:00pm	Research Talk	
4:00pm-5:00pm	Interview with Search Committee	

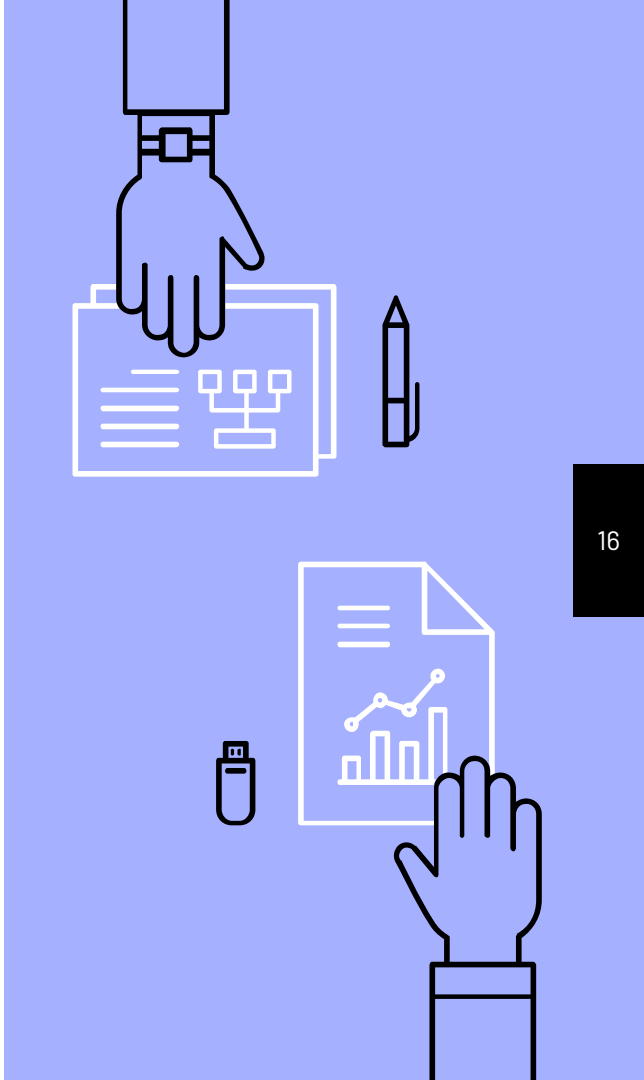
MY QUESTIONS (SEARCH COMMITTEE)

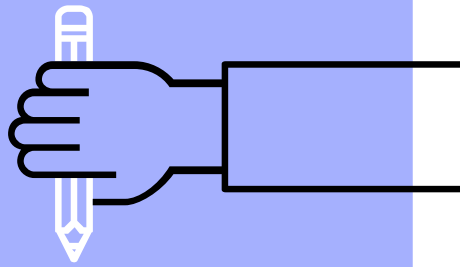
- What does service look like for each of you?
- What is a favorite course that you teach and why?
- What has been a challenge you have come across while teaching and how did you handle it?
- What supports are there for junior faculty research?
- What grants have you applied to and gotten? Did you get a course release?
- Where do you write? How do you balance work/life?
- Where are your main collaborations? How did you establish these collaborations? Are there collaborations within or between departments?



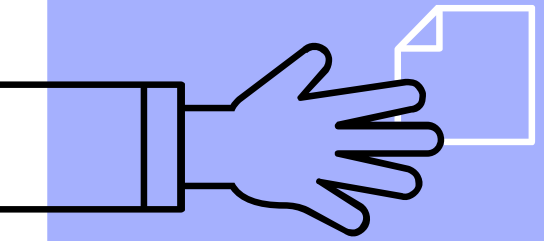
MY QUESTIONS (DEAN)

- Where do you see the department in five years? How would you want someone in this position to contribute to that vision?
- What is the promotion, retention, and tenure process? What are the expectations for grants, teaching, and research?
- How do you support faculty at each stage of the tenure process?
- What is the salary range?





4.
THE OFFER



NEGOTIATE

Salary

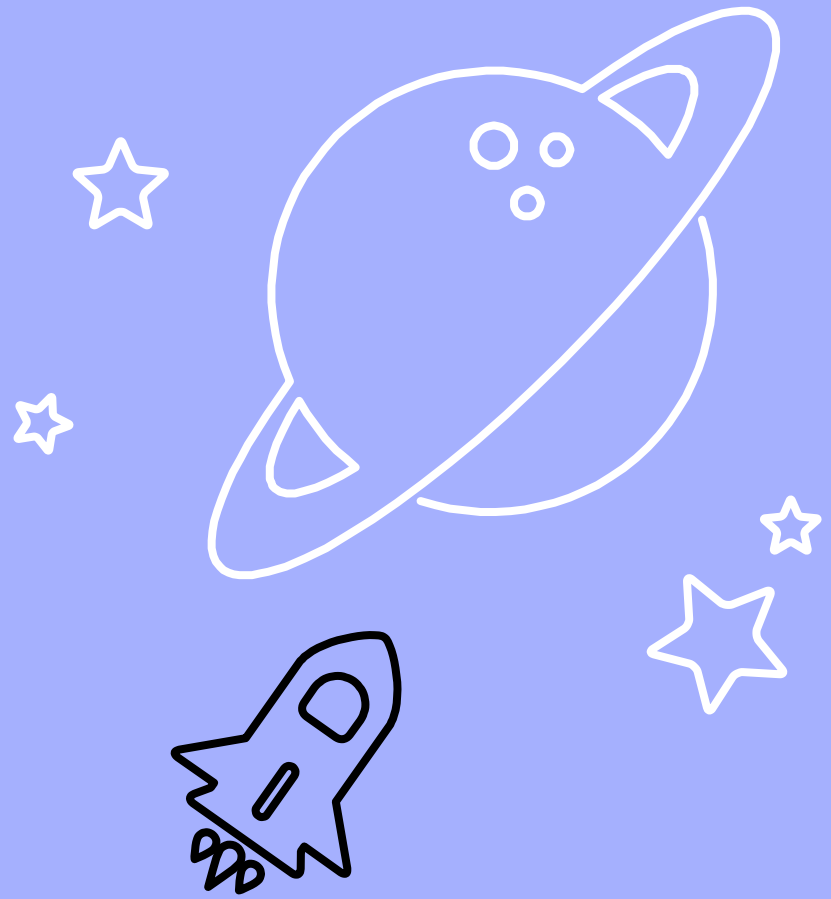
Rank

Course release

Research funds

Relocation fees

Window offices...



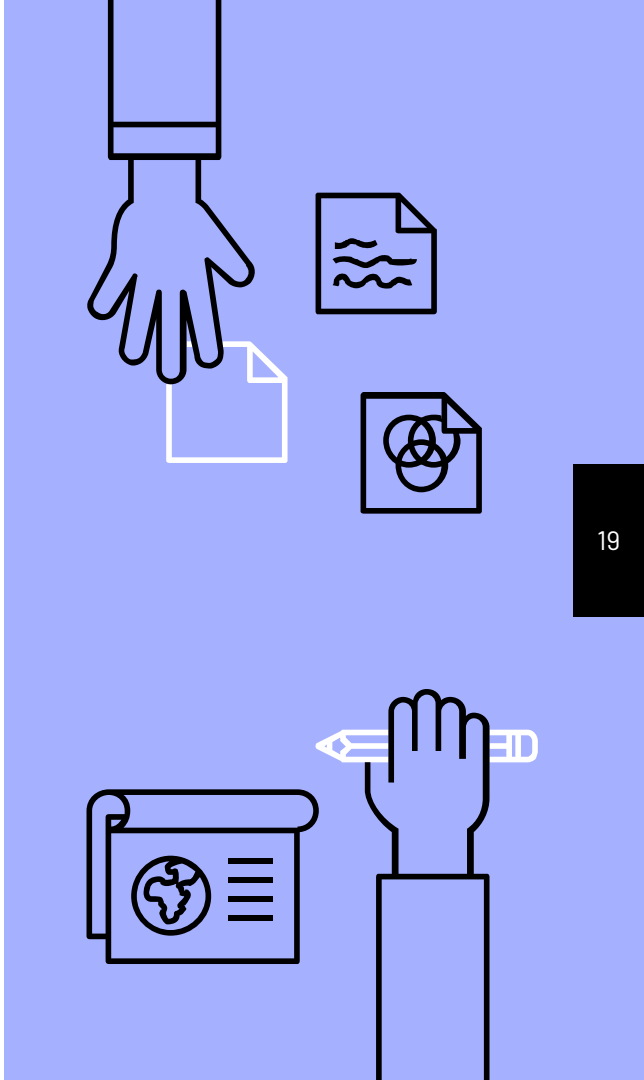
THE OFFER

TIMING

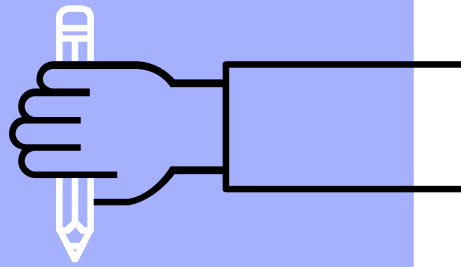
- Tricky
- Will not work in tandem with other applications

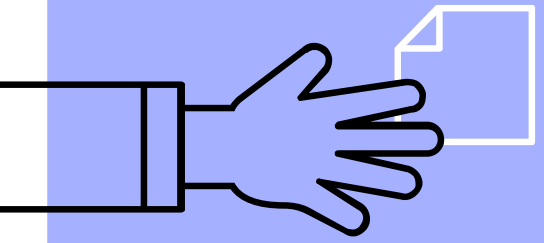
PERSPECTIVE

- They want to seal the deal as soon as possible, sometimes giving you 1-2 days to decide



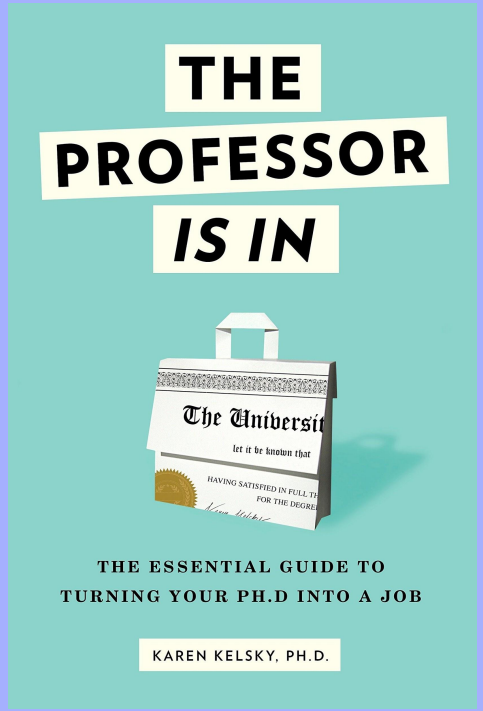
Final Thoughts





Final Thoughts

- Self-care; allies; boundaries
- Manage expectations; it's not a meritocracy, it's a good fit
- Helpful resource
  - Recent graduates / current assistant profs
  - The Professor Is In →



THANKS!

Any questions?

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