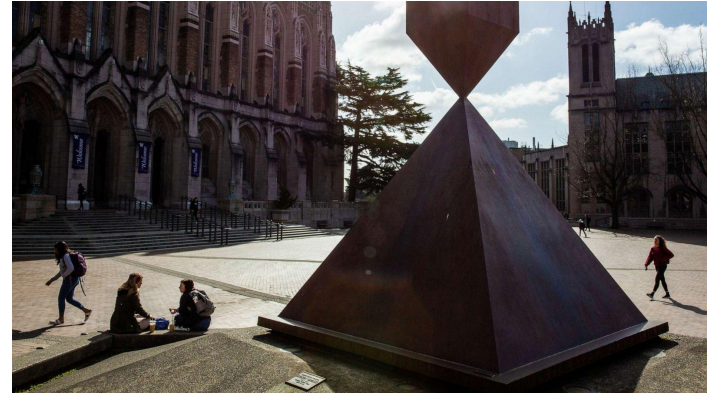
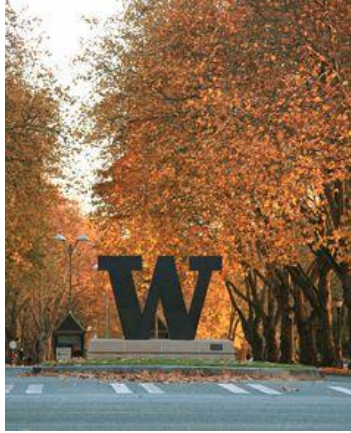


Navigating the Academic Job Market during COVID-19

Abel Rodriguez
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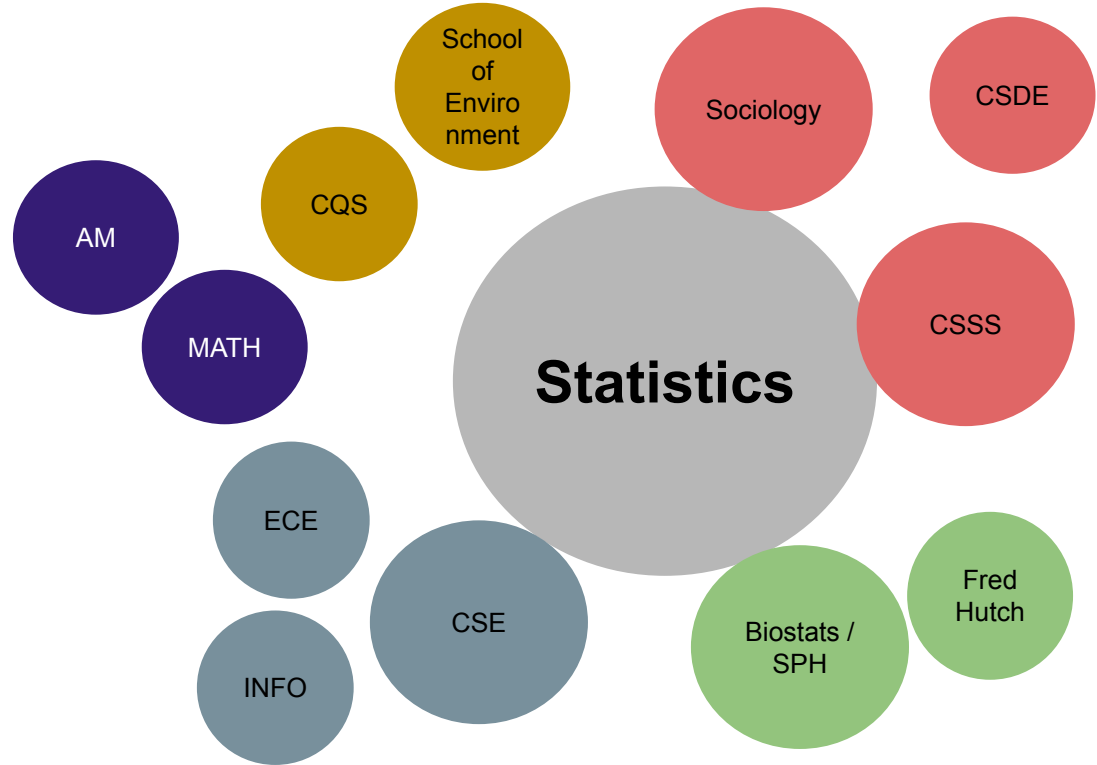
Who are we?



- ~31,000 undergraduates and 16,000 graduate/professional students.
- 16% International, 4.3% African American, 8.4% Latinx, 26% Asian American.

STATS@UW:

- Part of the Division of Natural Sciences, in turn part of the College of Arts and Sciences.
- We offer BS, MS and PhD programs. Collaborate in a number of programs (ACMS, DS, QERM, etc)
- Deeply embedded in the intellectual life of the campus (joint courses and programs, joint appointments, partnerships in a number of research centers).



Open searches

- There are currently ~ 19 faculty affiliated with the department, a number of them with shared appointments.
- We are currently recruiting!!!
 - Two tenure-track assistant professors: <https://stat.uw.edu/assistant-professor-statistics>
 - One term-limited (up to 4 years) acting assistant professor (equivalent to visiting assistant professors in other universities):
<https://stat.uw.edu/acting-assistant-professor>
- Full-consideration date for tenure track positions has passed, but we will be considering applications for a couple more days.
- Full-consideration date for acting position in February 1st.

What matters in a tenure track application

1. Research contributions (papers and research statement)
 - a. To statistics theory, methodology and/or computation, as well as to other disciplines
 - b. Work already done, but also promise. Articulation of a research agenda, including funding availability, is important.
2. Scholarly impact and citizenship (broader metric including presentations, awards, service, etc)
3. Fit with departmental academic strategic plan
4. Teaching and mentoring experience / quality
5. Fit with departmental teaching needs
6. Commitment to teaching and mentoring across the curriculum
7. Diversity

This has not really changed with COVID 19!

How the process has changed

TRADITIONAL PROCESS

- Two-round process: first round with ~12 short Zoom interviews, then ~6 campus visits.
- Campus visit includes meetings with graduate students, faculty from other departments, chair and divisional Dean.
- Individual meetings faculty members.
- Fairly intense, one-day schedule.

2020 PROCESS (ONLINE)

- **Three-round** process: first round with ~12 short Zoom interviews, 8 to 9 half-day interviews that include a one-hour talk, then 4 to 5 half-day third round interviews.
- Meeting with graduate students is part of second round process.
- Meetings with other faculty, chair and divisional Dean are part of the third round.
- Some meetings are with pairs of faculty.
- Asynchronous, lots of breaks built in.
- No “dinner” or “lunches”.

Unresolved challenges with the online process

- Lack of meaningful social interaction with candidates.
- More generally, how do you showcase/learn about the intangibles?
 - Quality of Life
 - Cost of Life
 - Campus environment
- Interacting during the interview
 - Some faculty might want to discuss technical topics. Having a way to write during the zoom interview might be helpful!
 - Remember some communication cues might be lost!
- After accepting:
 - Finding housing!
 - Schools for your kids?
 - Jobs for your spouse/partner?

What is important?

- Job talk
 - Two models: narrow but deep vs. broad but shallow.
 - The $\frac{1}{3}+\frac{1}{3}+\frac{1}{3}$ rule!
 - Convey how your work has “legs”
- Use your statements to highlight things that are not obvious in your curriculum. **Articulate a story.**
- Do your research!
 - Does your work connect with that of current faculty?
 - Are there things going on that are particularly interesting to you?
- Understand the campus culture!
- Diversity contributions:
 - Diversity through research
 - It is not only about what you have already done, but also about your understanding of diversity (in the US context) and demonstrating initiative looking forward.

Thank you!