Applying and Interviewing for Academic Positions

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Applying for UPRM

- Weird
  - Why? Because it is hard to recruit for UPRM
    - Salaries

- Programa de licencia por estudios
  - “Leave for Study Program”
  - Includes
    - Full tuition
    - Extremely small stipend
    - For 3 years. Additional years by extension and approval.
Applying for UPRM

- Applying after BS or MS
  - Chair of the Department suggests applicants
    - Personnel committee approves

- Candidates must
  - Study at a set of institutions
    - Not those in PR
    - Not one where many candidates come from
    - Quality research
    - Avoid inbreeding
  - Have an acceptance letter from the institution
  - Study a field that UPRM has need
After the leave for study

- Person has to work as many years as he or she spent studying
  - If not, then pay the amount plus interest
Preparation

- Before graduating
  - If institution is mainly focused on teaching, then take teaching training
    - Pedagogies
  - Go to conferences, meet people, and network

- Explore the institution’s culture
  - Signal processing approach
    - Look at the signals
During job search

- Finding out about positions
  - Networks
  - Published in the newspapers or technical magazines: UPRM
  - Join lists
    - Eg. Hispanics in Computing and Academic keys
  - Present at conferences
    - People will ask you if they like what they see
    - Visible
Homework

- Read and understand about the place you will be interviewing
  - If you do not show interest in the place, how can they be interested in you?

- Are you a fit?
  - The MSU University club dessert test
    - Spartan Mile-High Pie
Do not!

Try to be someone you are not.
Feel free to be yourself.