



APA | How Did You Get That Job?

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## Overview

- Types of academic institutions
- Preparing for interview questions
- Varieties of academic job talks
- Escaping social traps during interviews
- Interview kisses of death





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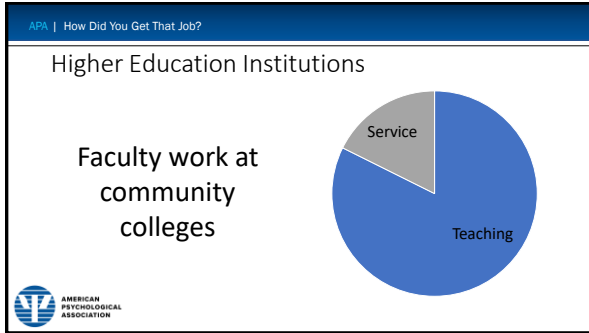
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## Your ideal?

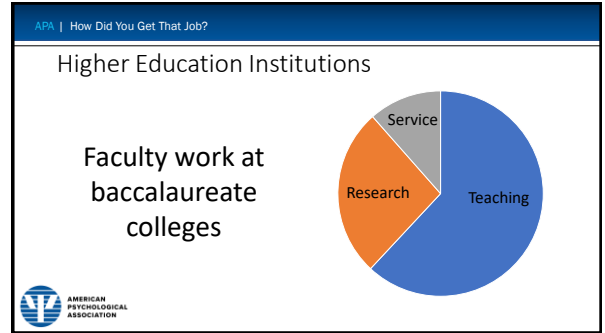
- Teaching \_\_\_\_\_%
- Research \_\_\_\_\_%
- Service \_\_\_\_\_%



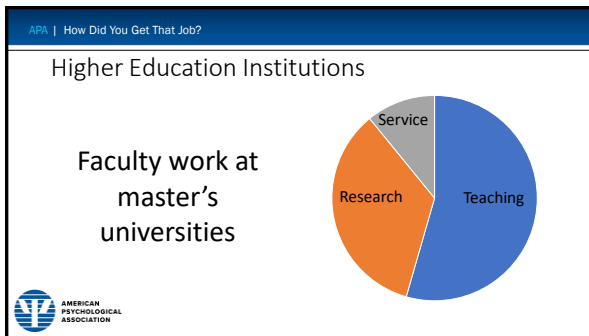
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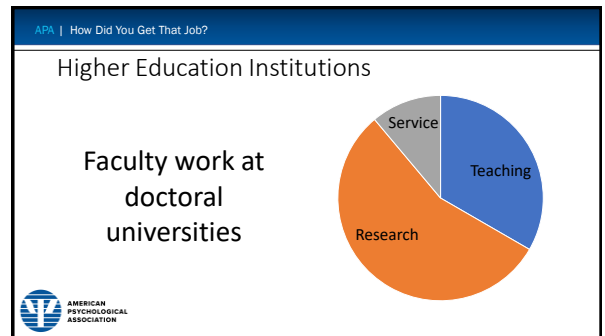
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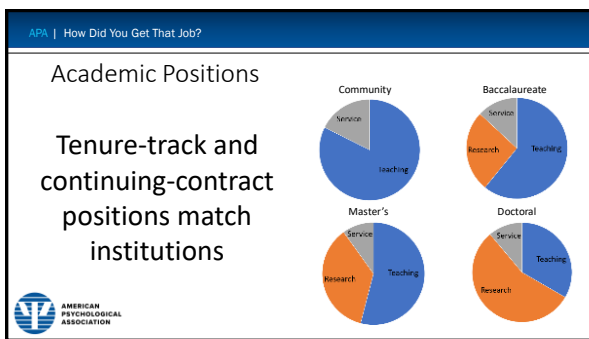
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### Full-time Faculty Interviews

- First-round
  - 10-20 best candidates
  - Phone or video interviews
  - 15-30 minutes
- Second-round
  - 2-3 best candidates
  - Typically, a full day on campus
  - Meetings and interviews
  - Job talk
  - Meals




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### Expressing Fit in First-round Interviews

*Why are you interested in this position?*

“Because I fit all the qualifications listed in the advertisement!”




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### Expressing Fit in First-round Interviews

*What do you teach?*

“Every course mentioned in the advertisement!”  
(or close to it)




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### Expressing Fit in First-round Interviews

*How do you teach?*

“I am student-centered, I use active learning, I engage students, I gather feedback for improvement!”




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### Expressing Fit in First-round Interviews

*How do you teach?*  
(baccalaureate)  
(community college)

All that...  
and “I can teach students like yours.”




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### Expressing Fit in First-round Interviews

*What do you research?*

“The specialty mentioned in the advertisement!”




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### Expressing Fit in First-round Interviews

*What are your research goals?  
(doctoral)*

"I will continue my independent research, establishing a productive program, that will secure funding, and yield publications in top outlets!"




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### Expressing Fit in First-round Interviews

*What are your research goals?  
(baccalaureate)  
(master's)*

"I will establish a productive program, that will yield publications, and provide opportunities for students."



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### Expressing Fit in First-round Interviews

*Do you have any questions for us?*

"Yes, thank you."

Questions should:

1. Show knowledge
2. Show priorities
3. Elicit positive answers




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### Expressing Fit in Second-round Interviews

- Questions are more specific
- More investigation and planning are required




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### Expressing Fit in Second-round Interviews

Teaching questions

- We need you to teach \_\_\_\_\_. what would your approach be?
- How would you teach/mentor students like ours?
- What new courses would you develop for our curriculum?




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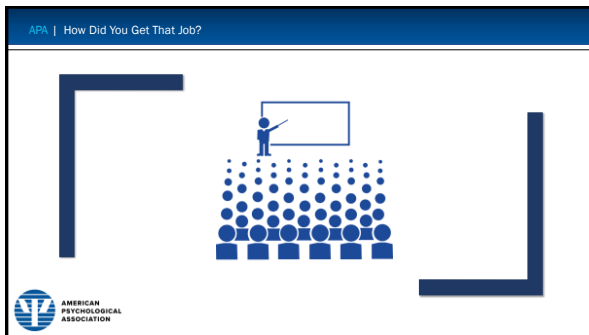
### Expressing Fit in Second-round Interviews

Research questions

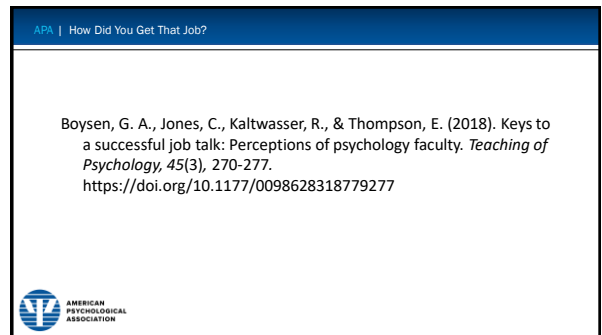
- How will you conduct your research given our resources?
- How will you fund your research?
- What collaborations do you envision?



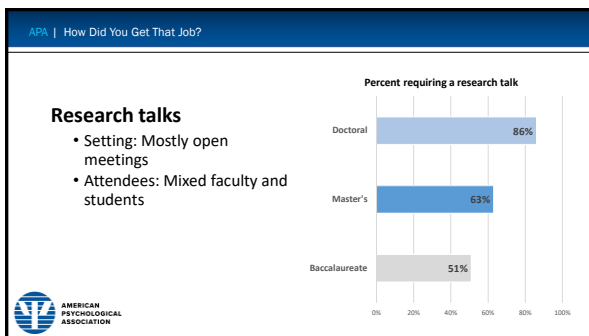
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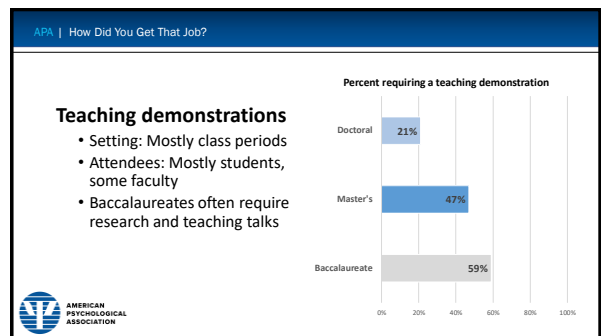
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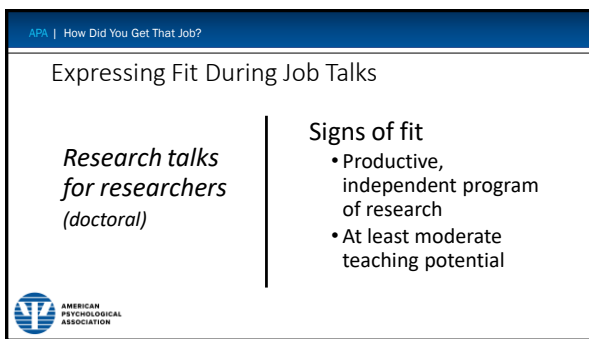
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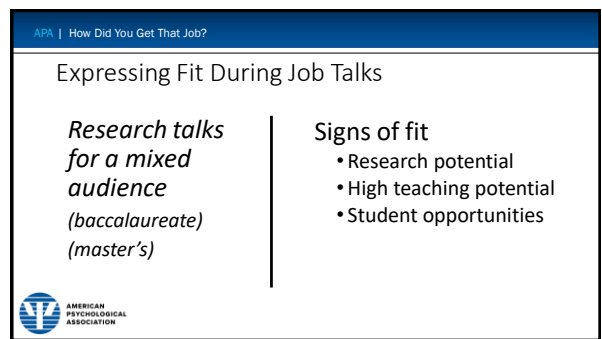
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### Expressing Fit During Job Talks

<p><i>Teaching demonstrations</i> (baccalaureate)</p>	<p><b>Signs of fit</b></p> <ul style="list-style-type: none"> <li>• Excellent basic teaching skills</li> <li>• Student engagement</li> <li>• Good pedagogy</li> </ul>
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### Expressing Fit During Job Talks

<p><i>Microteaching demonstration</i> (community colleges)</p>	<p><b>Signs of fit</b></p> <ul style="list-style-type: none"> <li>• Excellent basic teaching skills</li> <li>• Student engagement</li> <li>• Good pedagogy</li> </ul>
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### Social trap: What do I talk about?



### Escape

- Prepare topics of conversation
- Prepare questions that you can ask anyone
- Get people talking about their favorite subject: themselves



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### Social trap: Should I have a drink?



### Escape


- If you don't drink, don't drink
- Follow your hosts' lead
- Do not get buzzed



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### Social trap: Can they ask me that?



### Escape

- Deflect illegal questions by saying something positive about your qualifications
- Answer without elaboration
- Ask if it is important to the position requirements



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**Social trap: No bathroom breaks?**



**Escape**

- Say "Please excuse me, I need a brief break, can you point me to a restroom?" (But not during your job talk)




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**Interview Kisses of Death**

Boysen, G. A. (2020). Research and teaching qualifications for faculty positions in psychology at 4-year colleges and universities. *Teaching of Psychology*, 48(1), 41-47. <https://doi.org/10.1177/0098628320959977>

Boysen, G. A., Morton, J., & Nieves, T. (2019). Kisses of death in the psychology faculty hiring process. *Teaching of Psychology*, 46(3), 260-266. <https://doi.org/10.1177/0098628319853942>




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**Interview Kisses of Death**

- Evidence of being "difficult"
- Negativity directed at students
- Giving a job talk of poor quality
- Answering questions poorly during job talk
- Lack of enthusiasm for position




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**Final Advice**

- Everything is part of the interview.
- You are interviewing them too.
- Get a job offer, then negotiate.
- Be collegial after the interview (and after the hiring decision).
- Everyone is qualified, its all about fit.



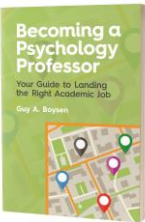
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**Thank You!**

**What are your questions?**

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