

VSoE Panel

**Academic
Interviewing**

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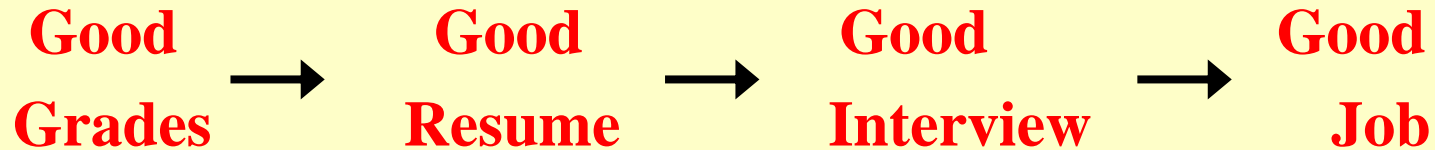
Why am I here?



- ✓ I called Dept. Chair before sending resume.
- ✓ Because of Stanford and Princeton.

Timing is everything.

Spend Time Preparing: *“Do the Math!”*



Time on a weekly homework set: ~5 hours.
Homework worth ~15% of final grade.
~8 homework sets.

40 hours for ~15% of 1 class of 3 credits.
3 credits out of 128 total credits.

40 hours for ~0.5% of total GPA. (1/200)
4 hours for ~ 10^{-4} of total GPA.

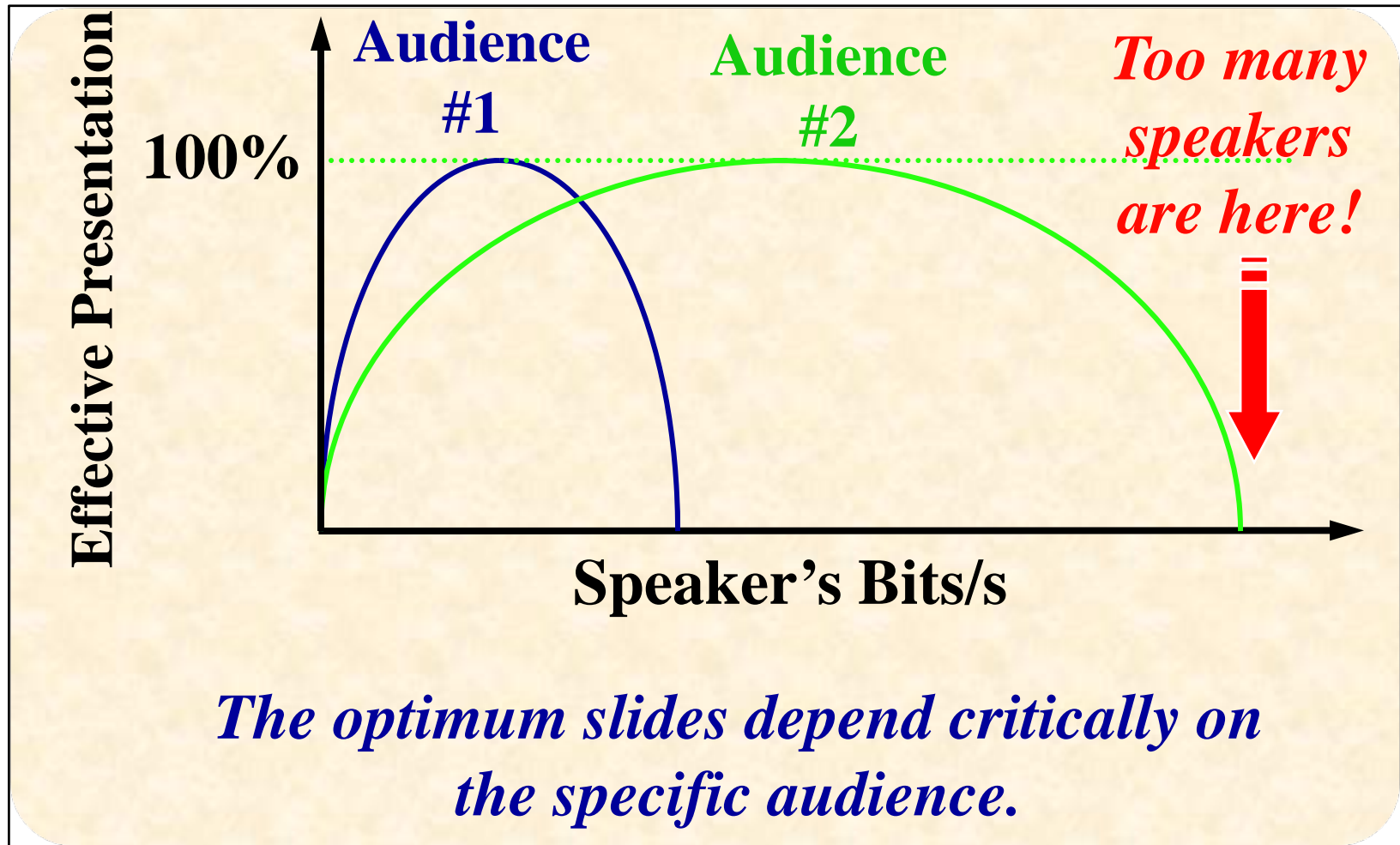
How much time will you spend on interview preparation?

Most Important Advice



- **Never say anything or put something in a resume that you can't confidently defend.**
- **Credit is an infinite reservoir.**
- **Quality is issue #1, 2, . . . , ∞**
- **Try to motivate people as to how you can help their institution.**

The Right Message for the Right Audience



Every audience & presentation is different.

Worry about offending 10% of your listeners!!

- ✓ Use “might, may, could, ...”
- ✓ Avoid using “will, must, always, never, ...”
- ✓ Be careful about casual references to people or companies.
- ✓ Ask yourself, “What MIGHT someone think?”

What is “Dr. D” Thinking?



- Guiding principles of “Dr. D” deciding who should be hired:
 - (i) the highest quality technical work with the biggest impact.*
 - (ii) that is performed in a professional manner.*
 - (iii) by someone who will be straightforward and pleasant to interact with.*
- General characteristics of our decision maker, Dr. D:
 - 1. People are busy, and time is at a premium.*
 - 2. There is too much info, we rarely know all the facts, and we need help to judge.*
 - 3. People tend to be risk averse.*

Two Job Offers?



- Real people are putting a lot of effort into hiring you.
- Respect all parties. An offer might disappear, and you will probably meet these people again.
- Accept 1, then reject others. Don't violate causality.
- Be very careful about playing multiple institutions against each other. Very hard for a young person. Let them ask, which they probably will.

***** DANGER: Once you accept an offer, remove your name from all other institutions. *****

“When is it over? Magic can happen.”



It ain't over till it's over.

- You are always making an impression.
- Always keep great attitude & excitement.
- Nobody wants a sour-puss or pain in the %#&.
- Take one bite at the “negotiating” apple.
Second bite can be painful.

“Bond, James Bond”:

They're with you till they're not.



Summary



Learn good habits from many different people, keep trying to get better, and choose your own path to effective interviewing skills.