

Career options

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my path

- Undergrad BA -> double major in Brain, Behavior, and Cognitive Science and English
- Worked in research labs (RA and lab manager)
- 3 year “break” - lab manager
- Grad school (6 yrs)
- Postdoc (currently in year 3)

my non-science path

- Flute teacher
- Tutor
- Babysitter
- Camp counselor for kids w/ Autism

Why did I choose to stay in academia?

- I like the mixture of activities in the job
- Time flexibility
- I'm a curious person - like the idea of getting to learn life-long
- Not so interested in helping a company's bottom line
 - Caveat: I'm kind of working for the government's "bottom line" b/c most science funding comes from the government

What have my friends w/ PhDs done?

- Grad school cohort: 16 people starting size
- 1 left after 1st year, 2 left w/ MA
- Many currently still postdocs (we largely finished in 2019/2020 so quite recent!)
- 2 R1 TT (University of Houston [social & personality], UCRiverside [me - cognitive])
- 1 community college (TT)
- 1 SLAC
- (at least) 1 no clue & trying to switch career paths

How about people from my graduate lab?

- Ranganath lab was relatively large - on average ~4 postdocs, ~4 grad students, and 2 lab managers at any given time
- Fate of the postdocs from the lab:
 - 2 data scientists (Uber + Meta; AR research @ Meta), 2 R1 TT, scientific director (alt-ac), 1 science industry (EEG company), 2 staff scientist/senior postdoc positions
- Fate of grad students:
 - Most did a postdoc, but then left academia (typically for data science)
 - One went to data science (Twitter) immediately after graduation
 - They had done an internship while in graduate school

Other options

- Editor (e.g., at a scientific journal)
- Science writer/communication
 - Paula Croxson at Columbia is a great example of this!
- Consulting
 - tbh, haven't seen many people from psych/neuro go into this
- Science-informed products
 - e.g., brain training (Akili Labs is one example)

**What else do YOU think
you can do w/ a PhD?**

My TT job application experience

job listing sources

- PsychJobsWiki: <http://psychjobsearch.wikidot.com/>
- HigherEdJobs (email notifications)
 - often had notifications here soonest
 - also, broadest range of types of positions
- APA psychCareers (email notifications)
- Cognitive Neuroscience Society newsletter
- OHBM Job Flash (email notifications)
- Twitter

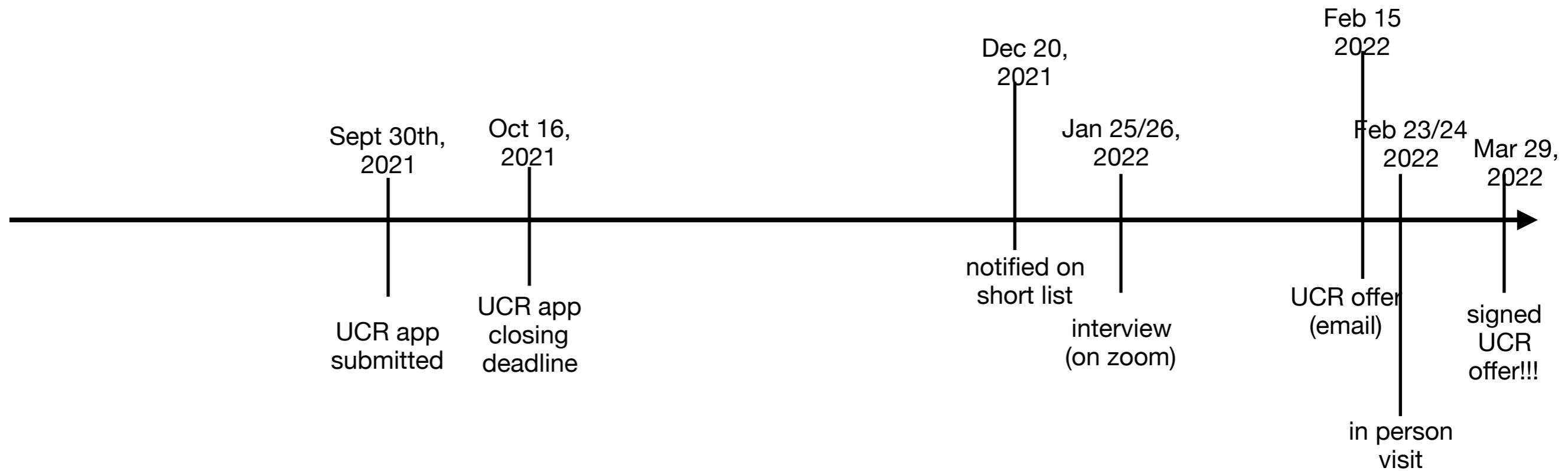
materials required

- research statement (everywhere)
- cover letter
- teaching statement
- diversity statement
- references
 - 3-5
 - sometimes just contact info

material prep: general advice

- create standard documents that can be minimally modified for each application
- prep early enough that can get LOTS of feedback (& from a variety of sources)
- I found it helpful to have a spreadsheet where I collected information and then template word documents that I updated
- be sure to know when deadlines are & have a system for tracking who has submitted rec letters
 - essentially, you're solely responsible for hitting deadlines
- I tried to not get emotionally attached to any job; instead, I tried to be maximally efficient at submitting apps
 - at my best, I got down to ~1-1.5 hrs/app
- this can take a ton of time (and emotional energy!) so come up w/ a system so can still get actual work done while applying

timeline - just UCRiverside



applications, by numbers

- 33 applications to faculty positions
 - Mostly R1
- 2 postdocs
- yield?
 - 3 first-round interviews (Saint Louis University, Florida State University, Tulane)
 - 3 final-round interviews (2 on zoom, 1 in person)
 - FSU, UCR, Tulane
 - 1 offer (UCR) and short-listed at 2 other places (FSU, Tulane)

interviews

pre-interviews

- mine were all on zoom (some places still do via phone)
- some of these were only about interview logistics (UCR), others were screenings to see if they were advancing you to a full interview (SLU, FSU, Tulane)
- typically only the members of the search committee
- 30min-1 hr
- questions hit on the major areas of the job*
 - research, teaching, service
 - *except for at FSU -> only got ?s about research
- I also had opportunities to ask ?s

full interview

- generally included meetings with members of the department (usually one-on-one), graduate students, dean, and a talk
- 2 on zoom, 1 in person
- all were 2 full days
 - in the timezone of the school (so my UCR interview went until 9pm!!!)
- limited breaks
 - very helpful to have my husband airlift in snacks, drink refills, etc.
 - but can always request a bathroom break (even if you honestly just need a mental refresh and not to actually use the bathroom!)

job talk advice

- practice for a wide variety of audiences
- you should have a larger narrative about your work
 - why it's important (to someone *not* in your area), larger potential impact (e.g., specific diseases/disorders where might have translational impact)
- focus on a cohesive narrative, not showing everything you've ever done
 - they've read your CV & already decided you're qualified!
- be sure to include future directions -> goal is to get them excited/show how you'd fit in

what happens after the interview?

- I recommend writing personalized thank you notes to *everyone* you interacted with
 - remember that even if you don't get the job, these are your future colleagues (in the larger sense of academia)
- try to stay calm & not check the PsychJobsWiki incessantly :)
- should have a rough timeline of what happens next based on convos from interview (usually from the dept chair or search chair)
- if you're the top choice, you'll hear relatively quickly once the department decides; if you're not....radio silence.

negotiations

what is included in offer? what can you negotiate?

- start date
- salary + summer salary
- startup
- teaching releases
- lab space + access to shared facilities (e.g., MRI, EEG, etc.)
- relocation support (e.g., additional house hunting visit)

general negotiation advice

- think about what's most important to *you*
 - my top items: start date deferral, research funds, lab space
- the chair (or who ever you're negotiating w/) wants to get you everything you need
 - \$\$\$ generally coming from the college's budget, not departmental
- easiest if you can justify why \$/item needed for your research/career success
- typically easier to negotiate one time cost items rather than recurring (e.g., may be easier to get them to pay for an additional visit vs. a salary increase)
- you should reach out to mentors, friends, etc. to see if they are willing to share their startup budgets
 - ideally, you would also get examples from within the department

academic salaries (general)

- in my experience, all of the TT salary offers were “9 month”
- this means you’re paid for the 9 months of work (teaching), but that this is distributed across 12 months of paychecks
- thus, there are three additional months for which you could earn
 - e.g., grants (“effort”), summer salary from department (this was something I negotiated), ???

UCR salaries

- w/in the UC system, salaries are public and searchable
- <https://ucannualwage.ucop.edu/wage/>

Search UC Annual Wage Data

Calendar Year: Location: First Name: Last Name:

Title: Gross Pay Range: -

Search Results

	Year	Location	First Name	Last Name	Title	Gross Pay	Regular Pay	Overtime Pay	Oth
1	2020	Davis	CHARAN	RANGANATH	PROF-AY	271,803.00	208,525.00	0.00	

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summer salary

- at UCR, there are 3 possible months each year where could get summer salary
- the pay rate for each month is calculated as a proportion of your total annual salary
 - since you're paid for 9 months, to get this monthly rate take (base salary / 9)
 - therefore, they talk about summer salary in “ninthths”

summer salary - worked example

- let's use easy numbers and say that 9mth salary was \$90K
- then, each month of summer salary would be paid as \$10K
- so, if I got all 3 months, my gross annual take home pay would be $\$90K + (3 \times \$10K) = \$120K$
- w/ my actual salary: $\$95K + \$10,555/\text{month summer}$
 - my plan is to take 1 month of summer salary in each of my first two years
 - therefore, gross take-home pay of \$105,555

startup: general categories

- personnel
 - likely the largest part of your budget
 - lab manager/tech, grad students (summer + TA buyouts), postdoc, summer salary (self)
- research
 - MRI time, equipment (e.g., EEG system, books/atlasses, etc.), participant payment
- conference travel, society memberships, open access/color publication fees
- furniture/lab reno

final offer details

- \$95K 9 mth salary + 2 months summer support (to be used in first 3 years)
- 2 teaching releases (to be used in first 3 years)
- \$49K (lab reno) + \$10K (PI office setup)
- 1 additional visit (flights, hotels, etc.)
- moving costs (up to \$10K + flights for 2 people)
- \$620K startup funds (6 year expiration)
- standard UCR benefits (health insurance, mortgage program, etc.)

**general comments &
other resources**

personal impacts & considerations

- although you don't have to pay to submit TT apps, I found that there were some personal costs I incurred (good to know so can save for them!)
 - stress eating/takeout (too mentally fatigued to grocery shop, cook, etc.)
 - interview clothes
 - dog/kid daycare
 - for in-person interviews, may take a while to get reimbursed (kind of like a conference)
- the prolonged stress of the application cycle may have other impacts on your mental/physical health & relationships
- once I had interviews, I found it very hard to focus on other work
 - this meant that from ~late December-March I basically didn't do any work for my postdoc projects
- if you get an offer & choose to announce it publicly (e.g., on Twitter), be prepared to be contacted by people who seem to just want *a job*, not a job ***with you***

end-of-workshop survey

- ugh, Halle, but whyyyyyy do we have to keep doing these???
 - SIPPS is designed by scientists and we love data (and also think it's the only *real* way to quantify if what we're doing is working)
 - one goal is to receive a grant to fund students in future summers, and funding agencies also love to see data of whether (or not) things are working
- <https://docs.google.com/forms/d/e/1FAIpQLSfXQYejYNHPafF3AoaTSHLErGzyF62leBieMzg-cZDMB4Y3vA/viewform>



any other questions???

