

2 ASTROBIOLOGY  
0 GRADUATE  
1 CONFERENCE  
7



CHARLOTTESVILLE, VA

1  
00:00:00,790 --> 00:00:07,059

[Music]

2  
00:00:13,220 --> 00:00:11,060

all right good afternoon everybody so

3  
00:00:15,589 --> 00:00:13,230

right now we're going to host what is

4  
00:00:18,050 --> 00:00:15,599

always a very important part of any of

5  
00:00:20,950 --> 00:00:18,060

the ab grad cons that we have this is

6  
00:00:23,779 --> 00:00:20,960

our career panel where we've brought in

7  
00:00:27,170 --> 00:00:23,789

established professionals in the field

8  
00:00:29,960 --> 00:00:27,180

of astrobiology because theoretically

9  
00:00:32,389 --> 00:00:29,970

all of us in this room strive to be one

10  
00:00:35,360 --> 00:00:32,399

of these people appear someday and we

11  
00:00:37,220 --> 00:00:35,370

try to get a very diverse sampling of

12  
00:00:39,830 --> 00:00:37,230

different professional interests so it's

13  
00:00:41,600 --> 00:00:39,840

not just a panel of professors for

14

00:00:44,000 --> 00:00:41,610

example up here so that we could see the

15

00:00:46,010 --> 00:00:44,010

different parts that we can go into with

16

00:00:48,920 --> 00:00:46,020

the varied interests that we have in the

17

00:00:52,250 --> 00:00:48,930

Astra Biological Sciences and one of the

18

00:00:54,260 --> 00:00:52,260

best ways to introduce ourselves to the

19

00:00:56,260 --> 00:00:54,270

panelists up here is to hear them in

20

00:01:00,170 --> 00:00:56,270

their own words how they got to where

21

00:01:01,849 --> 00:01:00,180

they have how they've gotten to where

22

00:01:05,179 --> 00:01:01,859

they are right now so as opposed to be

23

00:01:07,070 --> 00:01:05,189

just reading off a page of their CV for

24

00:01:08,929 --> 00:01:07,080

you we're just going to ask that you go

25

00:01:12,620 --> 00:01:08,939

down the line to introduce yourself and

26  
00:01:14,600 --> 00:01:12,630  
say what position you are and anything

27  
00:01:17,420 --> 00:01:14,610  
interesting how you got there in the

28  
00:01:20,630 --> 00:01:17,430  
first place and if you want to read a

29  
00:01:22,880 --> 00:01:20,640  
more snippet of them their BIOS are in

30  
00:01:24,710 --> 00:01:22,890  
the online program so you can look at

31  
00:01:28,070 --> 00:01:24,720  
that and see some additional information

32  
00:01:31,940 --> 00:01:28,080  
as well so whoever wants to kick it off

33  
00:01:49,500 --> 00:01:31,950  
please feel free you said you don't have

34  
00:01:53,770 --> 00:01:51,760  
my name is Tony Robinson I'm the North

35  
00:01:56,890 --> 00:01:53,780  
American arc manager here in Charles

36  
00:01:58,450 --> 00:01:56,900  
ville for that's a lot of that's a lot

37  
00:02:00,760 --> 00:01:58,460  
of acronyms so the arc is the alma

38  
00:02:03,280 --> 00:02:00,770

regional center we employ about 30

39

00:02:04,600 --> 00:02:03,290

scientists and data analysts that help

40

00:02:08,650 --> 00:02:04,610

run North American science operations

41

00:02:11,520 --> 00:02:08,660

for the Alma telescope so we work to

42

00:02:15,040 --> 00:02:11,530

provide data products algorithms

43

00:02:17,410 --> 00:02:15,050

software and the actual data from the

44

00:02:19,479 --> 00:02:17,420

telescope to you guys so I'm in charge

45

00:02:22,030 --> 00:02:19,489

of that whole that whole that whole

46

00:02:28,449 --> 00:02:22,040

organization there you wanna know how I

47

00:02:31,020 --> 00:02:28,459

got here well about 27 years ago my

48

00:02:34,690 --> 00:02:31,030

parents got the other you might know

49

00:02:36,280 --> 00:02:34,700

let's see I was a PhD student with Luce

50

00:02:38,410 --> 00:02:36,290

Snyder at the University of Illinois I

51  
00:02:41,110 --> 00:02:38,420  
got my degree in astronomy and

52  
00:02:42,370 --> 00:02:41,120  
astrophysics and the observations of

53  
00:02:44,559 --> 00:02:42,380  
biologically interesting molecules in

54  
00:02:46,750 --> 00:02:44,569  
the eyes seven comets after that I went

55  
00:02:48,970 --> 00:02:46,760  
on to work with Mike Hollis at the NASA

56  
00:02:51,160 --> 00:02:48,980  
Goddard Space Flight Center and we got a

57  
00:02:53,410 --> 00:02:51,170  
big survey together that you probably

58  
00:02:54,550 --> 00:02:53,420  
heard of some of it today or will be

59  
00:02:57,220 --> 00:02:54,560  
over this week the prebiotic

60  
00:02:58,600 --> 00:02:57,230  
interstellar molecule survey and we are

61  
00:03:00,370 --> 00:02:58,610  
responsible over the last 10 or so years

62  
00:03:01,840 --> 00:03:00,380  
of 17 new interstellar molecule

63  
00:03:04,300 --> 00:03:01,850

detections including many of wichita

64

00:03:06,640 --> 00:03:04,310

prebiotic that has absolutely nothing to

65

00:03:08,410 --> 00:03:06,650

do at all with where I'm at right now if

66

00:03:10,300 --> 00:03:08,420

it's fine out that I could actually for

67

00:03:13,630 --> 00:03:10,310

some reason manage people and processes

68

00:03:14,830 --> 00:03:13,640

pretty well so I got a series of jobs at

69

00:03:17,259 --> 00:03:14,840

the National Radio Astronomy Observatory

70

00:03:18,910 --> 00:03:17,269

where I managed the user outreach user

71

00:03:22,030 --> 00:03:18,920

support and then actually was part of

72

00:03:23,410 --> 00:03:22,040

the commissioning team that finished up

73

00:03:24,550 --> 00:03:23,420

a lot of the commissioning on Alma over

74

00:03:27,640 --> 00:03:24,560

the last several years including the

75

00:03:28,600 --> 00:03:27,650

picture of HL tau and stuff and a lot of

76  
00:03:30,039 --> 00:03:28,610  
the other pictures up Lotus

77  
00:03:33,160 --> 00:03:30,049  
circumstellar disk and plop Landers

78  
00:03:35,500 --> 00:03:33,170  
you've seen after that kind of

79  
00:03:37,330 --> 00:03:35,510  
continuing on the management Roland took

80  
00:03:41,890 --> 00:03:37,340  
out in this role as North American Ark

81  
00:03:46,660 --> 00:03:41,900  
manager here in Charles ville ever

82  
00:03:48,310 --> 00:03:46,670  
tempted to go into academia by the time

83  
00:03:51,390 --> 00:03:48,320  
I was attempted to go to academia I was

84  
00:03:59,110 --> 00:03:54,089  
it's not alive

85  
00:04:01,390 --> 00:03:59,120  
yeah uh so my name is Amanda Kelly and

86  
00:04:03,369 --> 00:04:01,400  
I'd like to thank Tony remember Tony

87  
00:04:05,619 --> 00:04:03,379  
over here for introducing all the

88  
00:04:08,199 --> 00:04:05,629

acronyms because Tony's my boss I'm one

89

00:04:12,750 --> 00:04:08,209

of the the 30 scientists that work at

90

00:04:15,160 --> 00:04:12,760

the North American Ark my main interest

91

00:04:17,170 --> 00:04:15,170

is doing fun things with radio

92

00:04:21,039 --> 00:04:17,180

telescopes and that's pretty much what

93

00:04:23,350 --> 00:04:21,049

I've been doing since grad school on it

94

00:04:27,610 --> 00:04:23,360

took me a while to sort of make my way

95

00:04:29,290 --> 00:04:27,620

onto the observatory path but I like it

96

00:04:31,240 --> 00:04:29,300

and I enjoy it I work mostly right now

97

00:04:33,909 --> 00:04:31,250

on the software side so I've been

98

00:04:36,280 --> 00:04:33,919

helping a lot in sort of pushing the

99

00:04:38,260 --> 00:04:36,290

oume pipeline forward to deliver

100

00:04:45,670 --> 00:04:38,270

beautiful calibrated and image data

101  
00:04:47,980 --> 00:04:45,680  
products to users everywhere Amanda does

102  
00:04:50,790 --> 00:04:47,990  
the real work let's just make that very

103  
00:04:53,409 --> 00:04:50,800  
clear okay

104  
00:04:55,150 --> 00:04:53,419  
as someone who is also in management I

105  
00:04:56,920 --> 00:04:55,160  
can attest to that it's my team is

106  
00:04:59,830 --> 00:04:56,930  
incredible and that's the reason we get

107  
00:05:01,540 --> 00:04:59,840  
things done I'm Miriam Friedel I am the

108  
00:05:03,550 --> 00:05:01,550  
director of commercial analytics at

109  
00:05:05,409 --> 00:05:03,560  
Elder research right up the street we

110  
00:05:06,610 --> 00:05:05,419  
are a data science consulting firm I

111  
00:05:09,610 --> 00:05:06,620  
have never done anything with

112  
00:05:11,890 --> 00:05:09,620  
astrobiology in my life so I enjoyed

113  
00:05:15,790 --> 00:05:11,900

your introduction yeah you're an

114

00:05:17,560 --> 00:05:15,800

astrobiologist now I'm sorry so I have a

115

00:05:19,260 --> 00:05:17,570

PhD in physics from the University of

116

00:05:21,370 --> 00:05:19,270

California at Santa Barbara I did

117

00:05:24,010 --> 00:05:21,380

theoretical modeling of protein folding

118

00:05:27,100 --> 00:05:24,020

so lots of computer programming and

119

00:05:29,469 --> 00:05:27,110

mathematics from there I was never

120

00:05:31,180 --> 00:05:29,479

tempted to be an academic at all I went

121

00:05:32,560 --> 00:05:31,190

on to work as a management consultant

122

00:05:34,290 --> 00:05:32,570

for a while and that's where I learned

123

00:05:36,850 --> 00:05:34,300

how to do proper software development

124

00:05:39,040 --> 00:05:36,860

and learned about working at a

125

00:05:41,050 --> 00:05:39,050

consulting setting I spent a lot of time

126

00:05:42,850 --> 00:05:41,060

with clients as well from there I went

127

00:05:44,379 --> 00:05:42,860

to work in a neuroimaging research lab

128

00:05:46,629 --> 00:05:44,389

so that's where I learned fun things

129

00:05:48,850 --> 00:05:46,639

like our in Python and git and doing a

130

00:05:50,350 --> 00:05:48,860

lot of statistical modeling I've been an

131

00:05:52,570 --> 00:05:50,360

elder research for almost three years

132

00:05:54,190 --> 00:05:52,580

and I've been serving in capacity as

133

00:05:56,320 --> 00:05:54,200

director of promotional analytics since

134

00:05:59,770 --> 00:05:56,330

last October so now I do a lot of

135

00:06:02,830 --> 00:05:59,780

management my team is amazing and so we

136

00:06:03,700 --> 00:06:02,840

do data science projects modeling data

137

00:06:06,010 --> 00:06:03,710

infrastructure

138

00:06:09,360 --> 00:06:06,020

a number of different clients and thank

139

00:06:15,520 --> 00:06:11,860

my name is Rob Garrard so I'm a

140

00:06:20,350 --> 00:06:15,530

assistant professor here at well across

141

00:06:23,140 --> 00:06:20,360

town at UVA in astronomy and chemistry

142

00:06:27,100 --> 00:06:23,150

are some my field is through chemistry

143

00:06:29,140 --> 00:06:27,110

as you might have guessed so I maybe you

144

00:06:32,230 --> 00:06:29,150

can tell from my accent but I grew up in

145

00:06:34,780 --> 00:06:32,240

the UK and I got my degree first degree

146

00:06:36,970 --> 00:06:34,790

in physics at University College London

147

00:06:39,310 --> 00:06:36,980

I stayed on and did a PhD there in

148

00:06:41,830 --> 00:06:39,320

astronomy but aside from that I've sort

149

00:06:46,690 --> 00:06:41,840

of hopped around a few times between the

150

00:06:49,740 --> 00:06:46,700

US and Europe I've been here at UVA for

151  
00:06:53,200 --> 00:06:49,750  
well just over a couple of years I guess

152  
00:06:56,740 --> 00:06:53,210  
but I actually graduated in 2005 so I've

153  
00:06:58,360 --> 00:06:56,750  
sort of been hanging around sort of on

154  
00:07:03,190 --> 00:06:58,370  
the research side for a while before I

155  
00:07:05,110 --> 00:07:03,200  
actually got into a faculty position the

156  
00:07:07,020 --> 00:07:05,120  
maybe the interesting thing you might

157  
00:07:10,840 --> 00:07:07,030  
say it was something I think is worth

158  
00:07:14,110 --> 00:07:10,850  
discussing to some extent in in my own

159  
00:07:18,370 --> 00:07:14,120  
career is that I spent some time as a

160  
00:07:20,230 --> 00:07:18,380  
trailing spouse that is to say so my my

161  
00:07:22,540 --> 00:07:20,240  
wife was an academic and I sort of fired

162  
00:07:25,780 --> 00:07:22,550  
her and then she's now followed me here

163  
00:07:32,170 --> 00:07:25,790

but I think it is a non going problem

164

00:07:36,670 --> 00:07:32,180

actually in science hiring so maybe

165

00:07:41,890 --> 00:07:36,680

we'll talk about that okay thank you

166

00:07:44,170 --> 00:07:41,900

that's why entry I'm Sarah Hurst I'm an

167

00:07:48,220 --> 00:07:44,180

assistant professor at Johns Hopkins

168

00:07:49,870 --> 00:07:48,230

which is not just across town so I drove

169

00:07:51,090 --> 00:07:49,880

down and just got here if I'm a little

170

00:07:53,710 --> 00:07:51,100

twitchy

171

00:07:57,550 --> 00:07:53,720

I'm in the Department of Earth and

172

00:07:59,560 --> 00:07:57,560

Planetary Sciences I am a planetary

173

00:08:01,390 --> 00:07:59,570

scientist and often as a planetary

174

00:08:03,970 --> 00:08:01,400

scientist people ask you know but what

175

00:08:06,480 --> 00:08:03,980

are you really you know like she did her

176

00:08:09,100 --> 00:08:06,490

PhD in physics astronomy and I am

177

00:08:11,050 --> 00:08:09,110

literally a planetary scientist my

178

00:08:14,020 --> 00:08:11,060

bachelor's degree and PhD are both in

179

00:08:16,909 --> 00:08:14,030

planetary science so that's what I have

180

00:08:19,969 --> 00:08:16,919

always done my group at Hopkins

181

00:08:21,559 --> 00:08:19,979

and does atmospheric chemistry we mostly

182

00:08:24,739 --> 00:08:21,569

work on Titan although we're doing a lot

183

00:08:26,540 --> 00:08:24,749

of exoplanets right now I have been

184

00:08:30,260 --> 00:08:26,550

working on Titan since I was 19 years

185

00:08:32,480 --> 00:08:30,270

old um so there are some other things

186

00:08:34,190 --> 00:08:32,490

that are a little bit maybe different

187

00:08:36,920 --> 00:08:34,200

about my path I didn't go directly to

188

00:08:38,420 --> 00:08:36,930

grad school um I didn't know what i if I

189

00:08:41,360 --> 00:08:38,430

actually wanted to stay in science and I

190

00:08:43,990 --> 00:08:41,370

tried to quit and I couldn't get a job

191

00:08:46,160 --> 00:08:44,000

so I went and worked at JPL when I quit

192

00:08:48,410 --> 00:08:46,170

quit I did a really terrible job of

193

00:08:50,300 --> 00:08:48,420

quitting and then ended up deciding that

194

00:08:51,259 --> 00:08:50,310

I actually wanted to go to grad school

195

00:08:54,319 --> 00:08:51,269

and so that's what I did

196

00:08:55,910 --> 00:08:54,329

um and since then I've kind of taken

197

00:08:58,579 --> 00:08:55,920

longer I think at each step than most

198

00:09:00,790 --> 00:08:58,589

people have but eventually now I've been

199

00:09:03,050 --> 00:09:00,800

an assistant professor for three years

200

00:09:09,439 --> 00:09:03,060

and so I'm also in management actually

201  
00:09:11,780 --> 00:09:09,449  
mostly do you think it was a problem

202  
00:09:14,780 --> 00:09:11,790  
going back into academia after you had

203  
00:09:18,110 --> 00:09:14,790  
left since I had a similar experience

204  
00:09:19,639 --> 00:09:18,120  
myself I mean working in commercial

205  
00:09:21,139 --> 00:09:19,649  
industry for five years and coming back

206  
00:09:22,460 --> 00:09:21,149  
and I found the path to be somewhat

207  
00:09:24,980 --> 00:09:22,470  
difficult so I'm interested in your

208  
00:09:27,079 --> 00:09:24,990  
perspective on that so I wasn't gone for

209  
00:09:28,670 --> 00:09:27,089  
as long as you were um I will say that I

210  
00:09:30,500 --> 00:09:28,680  
don't think I could actually have gone

211  
00:09:32,269 --> 00:09:30,510  
to grad school right away I was so

212  
00:09:34,699 --> 00:09:32,279  
burned out from undergrad that I think

213  
00:09:38,630 --> 00:09:34,709

if I had tried I just immediately would

214

00:09:42,410 --> 00:09:38,640

have like run away screaming and um and

215

00:09:45,189 --> 00:09:42,420

just failed completely and I do find now

216

00:09:47,030 --> 00:09:45,199

with students both looking at um

217

00:09:48,620 --> 00:09:47,040

applications for grad students and also

218

00:09:52,250 --> 00:09:48,630

sometimes thinking about postdocs that

219

00:09:53,960 --> 00:09:52,260

um a lot of the students that end up I

220

00:09:56,150 --> 00:09:53,970

find doing better at least in my group

221

00:09:59,180 --> 00:09:56,160

and in our department didn't necessarily

222

00:10:01,970 --> 00:09:59,190

just go straight from you know high

223

00:10:03,920 --> 00:10:01,980

school to undergrad to grad school to to

224

00:10:06,560 --> 00:10:03,930

postdoc they took time and we're always

225

00:10:10,069 --> 00:10:06,570

sure or at least assures they maybe

226

00:10:13,310 --> 00:10:10,079

could be uh you know what they wanted to

227

00:10:15,199 --> 00:10:13,320

do next so that they said that they were

228

00:10:21,139 --> 00:10:15,209

able to feel confident in what they were

229

00:10:24,170 --> 00:10:21,149

trying to do going forward so right now

230

00:10:26,420 --> 00:10:24,180

so the intent of this is you guys can

231

00:10:29,120 --> 00:10:26,430

ask as many questions as you want I do

232

00:10:30,360 --> 00:10:29,130

have a list of questions and interesting

233

00:10:31,650 --> 00:10:30,370

things to talk to them about

234

00:10:32,970 --> 00:10:31,660

I don't think you guys just want to

235

00:10:35,400 --> 00:10:32,980

watch me have a conversation with the

236

00:10:37,920 --> 00:10:35,410

panel so I'll intersperse my question

237

00:10:40,019 --> 00:10:37,930

with yours if you guys have anything to

238

00:10:51,090 --> 00:10:40,029

ask so anybody have something to kick

239

00:10:53,579 --> 00:10:51,100

off our up I'll run back here hey Sarah

240

00:10:56,070 --> 00:10:53,589

and everyone else I had kind of a

241

00:10:58,650 --> 00:10:56,080

question to just jump on to the last

242

00:11:01,410 --> 00:10:58,660

point that you had left off on which is

243

00:11:02,340 --> 00:11:01,420

taking breaks between academia and this

244

00:11:04,860 --> 00:11:02,350

isn't really something that I'm

245

00:11:07,730 --> 00:11:04,870

intending on doing but I had talked with

246

00:11:11,220 --> 00:11:07,740

a few people before about kind of

247

00:11:13,380 --> 00:11:11,230

prolonging your dissertation defense and

248

00:11:15,450 --> 00:11:13,390

other things to ensure that you have a

249

00:11:16,530 --> 00:11:15,460

job lined up afterwards and for me in

250

00:11:18,780 --> 00:11:16,540

astronomy I think that's pretty

251

00:11:22,500 --> 00:11:18,790

important but I have this kind of fear

252

00:11:25,980 --> 00:11:22,510

of having a gap in a CV and making a

253

00:11:29,519 --> 00:11:25,990

look intentionally unproductive so do

254

00:11:32,340 --> 00:11:29,529

you have any ways of talking about how

255

00:11:34,470 --> 00:11:32,350

to make potential gaps in work

256

00:11:35,730 --> 00:11:34,480

experience not look awful for future

257

00:11:42,360 --> 00:11:35,740

employers like how do you how do you

258

00:11:47,730 --> 00:11:44,670

so I think it depends what you're doing

259

00:11:49,739 --> 00:11:47,740

with that gap I think you know academia

260

00:11:51,749 --> 00:11:49,749

is one thing specifically I also took a

261

00:11:53,489 --> 00:11:51,759

year off between undergrad and grad

262

00:11:56,210 --> 00:11:53,499

school because I too was burnt out I

263

00:11:58,769 --> 00:11:56,220

actually deferred my acceptance at UCSB

264

00:12:00,210 --> 00:11:58,779

before going back like I just the same

265

00:12:02,369 --> 00:12:00,220

thing I was like I can't handle it I

266

00:12:05,309 --> 00:12:02,379

need a break like I just need a year to

267

00:12:08,189 --> 00:12:05,319

work and I think you know as long as you

268

00:12:10,889 --> 00:12:08,199

have a reasonable you know explanation

269

00:12:12,509 --> 00:12:10,899

for what you're doing with that time I

270

00:12:13,980 --> 00:12:12,519

think you know particularly if you're

271

00:12:17,699 --> 00:12:13,990

going from grad school to a postdoc

272

00:12:20,670 --> 00:12:17,709

maybe it's less it's less concerning and

273

00:12:23,069 --> 00:12:20,680

I think even in you know if you're

274

00:12:25,199 --> 00:12:23,079

leaving academia for example I took I

275

00:12:27,030 --> 00:12:25,209

had a gap of about eight months after I

276

00:12:28,319 --> 00:12:27,040

had my second child where there was just

277

00:12:30,119 --> 00:12:28,329

you know and we have moved around a bit

278

00:12:31,920 --> 00:12:30,129

and there was just nothing on my resume

279

00:12:33,329 --> 00:12:31,930

but it was it ended up not being an

280

00:12:35,639 --> 00:12:33,339

issue right because it was small enough

281

00:12:37,290 --> 00:12:35,649

so that's another thing too I think you

282

00:12:39,629 --> 00:12:37,300

know people today expect that you aren't

283

00:12:44,879 --> 00:12:39,639

necessarily going to go from one thing

284

00:12:46,439 --> 00:12:44,889

to the next to the next one more thing

285

00:12:48,499 --> 00:12:46,449

to I will just say so I took six years

286

00:12:51,150 --> 00:12:48,509

to graduate from grad school so

287

00:12:52,860 --> 00:12:51,160

shout-out to those of you who are who

288

00:12:56,730 --> 00:12:52,870

are been guys go a little bit longer um

289

00:12:58,410 --> 00:12:56,740

nobody knows that about me and I think

290

00:12:59,639 --> 00:12:58,420

there's this like weird thing when

291

00:13:01,949 --> 00:12:59,649

you're in grad school that you feel like

292

00:13:04,619 --> 00:13:01,959

oh well if I take longer then people are

293

00:13:07,230 --> 00:13:04,629

gonna judge me and whatever and like I

294

00:13:09,030 --> 00:13:07,240

had a prize NSF fellowship for a postdoc

295

00:13:12,660 --> 00:13:09,040

I went straight from there to a faculty

296

00:13:16,049 --> 00:13:12,670

position like and and that didn't matter

297

00:13:17,939 --> 00:13:16,059

and so if taking more time at the end of

298

00:13:20,759 --> 00:13:17,949

grad school means that you get your

299

00:13:22,769 --> 00:13:20,769

papers out it means that you have a job

300

00:13:23,910 --> 00:13:22,779

or that you have you know a two-body

301  
00:13:26,340 --> 00:13:23,920  
problem or whatever else it is that

302  
00:13:27,989 --> 00:13:26,350  
you're trying to work out so that you

303  
00:13:29,460 --> 00:13:27,999  
know when you start at your next

304  
00:13:32,040 --> 00:13:29,470  
position whatever it is whether it's a

305  
00:13:34,019 --> 00:13:32,050  
postdoc or you know a data science job

306  
00:13:37,290 --> 00:13:34,029  
or whatever else that you're like ready

307  
00:13:38,819 --> 00:13:37,300  
to go then you know as long as as that's

308  
00:13:40,139 --> 00:13:38,829  
possible with whatever your funding

309  
00:13:41,160 --> 00:13:40,149  
situation is or whatever else and I

310  
00:13:45,369 --> 00:13:41,170  
think that's the thing that makes the

311  
00:13:50,439 --> 00:13:48,069  
I just like to add that once you get the

312  
00:13:54,249 --> 00:13:50,449  
pure PhD the clock starts ticking

313  
00:13:56,379 --> 00:13:54,259

because there is a limitation on how

314

00:13:59,589 --> 00:13:56,389

long you can apply for Prize fellowships

315

00:14:02,169 --> 00:13:59,599

usually three years and so once you get

316

00:14:04,689 --> 00:14:02,179

your PhD you got to be ready to go three

317

00:14:07,449 --> 00:14:04,699

years is not long and so you've got to

318

00:14:10,359 --> 00:14:07,459

sort of be ready to go on that path and

319

00:14:12,449 --> 00:14:10,369

so I personally I would think delaying

320

00:14:15,729 --> 00:14:12,459

your getting your PhD for a little bit

321

00:14:17,079 --> 00:14:15,739

but it's not as bad because you just

322

00:14:18,309 --> 00:14:17,089

don't have if you decide to go the

323

00:14:20,949 --> 00:14:18,319

postdoc route you just don't have as

324

00:14:22,539 --> 00:14:20,959

much flexibility in timing of things

325

00:14:31,059 --> 00:14:22,549

whereas if you've been about like a grad

326

00:14:34,809 --> 00:14:31,069

student for so many years a tip yeah so

327

00:14:36,399 --> 00:14:34,819

to add to that um six years like so now

328

00:14:38,379 --> 00:14:36,409

I do a lot of hiring right and I look at

329

00:14:40,809 --> 00:14:38,389

a lot of resumes six years for a PhD

330

00:14:43,389 --> 00:14:40,819

like I don't bat an eyelash nobody no

331

00:14:45,039 --> 00:14:43,399

one cares right my boss even the chief

332

00:14:47,409 --> 00:14:45,049

scientist he spent eight years getting

333

00:14:49,059 --> 00:14:47,419

his PhD he's wanted like not an issue

334

00:14:50,379 --> 00:14:49,069

and has not hampered him at all and he

335

00:14:52,659 --> 00:14:50,389

actually spent a lot of time in graduate

336

00:14:54,189 --> 00:14:52,669

school consulting on the side so not

337

00:14:55,539 --> 00:14:54,199

only was he finishing his PhD in

338

00:14:57,519 --> 00:14:55,549

computer science he was doing a lot of

339

00:14:59,049 --> 00:14:57,529

consulting work and so that didn't

340

00:15:00,759 --> 00:14:59,059

really I agree with that because the

341

00:15:02,349 --> 00:15:00,769

clock does start ticking right and when

342

00:15:04,389 --> 00:15:02,359

you start applying for faculty positions

343

00:15:06,549 --> 00:15:04,399

fortunately I think unfortunately they

344

00:15:10,119 --> 00:15:06,559

you know care how old you are which I

345

00:15:12,129 --> 00:15:10,129

don't know time says time since PhD but

346

00:15:14,049 --> 00:15:12,139

um you know in terms of how long it

347

00:15:17,169 --> 00:15:14,059

takes you to get your PhD I think you

348

00:15:19,779 --> 00:15:17,179

know I'm going to disagree with with

349

00:15:23,199 --> 00:15:19,789

some of these points so in terms of the

350

00:15:26,259 --> 00:15:23,209

the time since PhD I I was ten years

351  
00:15:28,659 --> 00:15:26,269  
after my PhD when I got my first faculty

352  
00:15:32,319 --> 00:15:28,669  
position I thought I'm not sure that

353  
00:15:34,659 --> 00:15:32,329  
it's pure age that is the consideration

354  
00:15:39,429 --> 00:15:34,669  
it's simply number of important

355  
00:15:43,629 --> 00:15:39,439  
publications I would also say as a

356  
00:15:47,049 --> 00:15:43,639  
faculty member not to linger too long as

357  
00:15:48,909 --> 00:15:47,059  
a student partly because it's not

358  
00:15:50,799 --> 00:15:48,919  
entirely your decision as a student

359  
00:15:54,399 --> 00:15:50,809  
somebody will be paying for you one way

360  
00:15:57,059 --> 00:15:54,409  
or another and you need to I think yeah

361  
00:15:59,230 --> 00:15:57,069  
you have to bear in mind that a lot of a

362  
00:16:01,660 --> 00:15:59,240  
lot of getting on

363  
00:16:03,760 --> 00:16:01,670

in in the world generally but certainly

364

00:16:05,320 --> 00:16:03,770

in science unfortunately does depend on

365

00:16:08,230 --> 00:16:05,330

having good relationships with everyone

366

00:16:10,449 --> 00:16:08,240

and stretching people's patience maybe

367

00:16:12,519 --> 00:16:10,459

doesn't do you any favors either so if

368

00:16:15,519 --> 00:16:12,529

you want to stay for your you know for

369

00:16:18,250 --> 00:16:15,529

that extra bit of time discuss it with

370

00:16:26,620 --> 00:16:18,260

your advisor before sort of deciding

371

00:16:33,610 --> 00:16:26,630

that's what you're going to do no fights

372

00:16:45,120 --> 00:16:33,620

no I took absolutely no time off and I

373

00:16:51,460 --> 00:16:48,639

have a question for the non academics in

374

00:16:54,190 --> 00:16:51,470

the panel so one of the problems with

375

00:16:55,960 --> 00:16:54,200

going into academia professorship is

376

00:16:57,790 --> 00:16:55,970

I've heard that if you want to be a

377

00:16:59,980 --> 00:16:57,800

professor you essentially have a one in

378

00:17:02,170 --> 00:16:59,990

eight chance of doing it because there's

379

00:17:04,210 --> 00:17:02,180

just a lot of faculty positions out

380

00:17:06,220 --> 00:17:04,220

there and it's highly competitive

381

00:17:08,650 --> 00:17:06,230

especially in the field of astrobiology

382

00:17:11,110 --> 00:17:08,660

where funding is tight and there aren't

383

00:17:14,740 --> 00:17:11,120

many dedicated astrobiology positions

384

00:17:16,689 --> 00:17:14,750

out there do you see a different sort of

385

00:17:19,750 --> 00:17:16,699

thing in the non-academic side is it

386

00:17:22,449 --> 00:17:19,760

still equally as terribly competitive or

387

00:17:27,520 --> 00:17:22,459

is it a nicer path where you don't have

388

00:17:31,290 --> 00:17:27,530

to move as much how how have you noticed

389

00:17:34,840 --> 00:17:31,300

your your path and not academia

390

00:17:36,520 --> 00:17:34,850

competitive voice all paths are hard and

391

00:17:37,990 --> 00:17:36,530

it depends on what research faculty

392

00:17:39,610 --> 00:17:38,000

position you're looking at are you

393

00:17:41,169 --> 00:17:39,620

looking at sort of something like

394

00:17:43,419 --> 00:17:41,179

Lynchburg College where you're teaching

395

00:17:44,950 --> 00:17:43,429

three four classes a semester are you

396

00:17:47,470 --> 00:17:44,960

looking at University of Virginia where

397

00:17:50,370 --> 00:17:47,480

it's sort of one class a semester with

398

00:17:53,350 --> 00:17:50,380

significant research expectations

399

00:17:55,510 --> 00:17:53,360

there's different things and you've got

400

00:17:58,930 --> 00:17:55,520

to apply to what you're competitive for

401

00:18:02,980 --> 00:17:58,940

I am very competitive for positions at

402

00:18:04,960 --> 00:18:02,990

observatories um but I faculty

403

00:18:07,240 --> 00:18:04,970

applications it's sort of like I'll pull

404

00:18:11,039 --> 00:18:07,250

one together and it goes in but it's

405

00:18:23,500 --> 00:18:21,880

that was very strange it's an

406

00:18:25,810 --> 00:18:23,510

interesting question or how you phrase

407

00:18:28,720 --> 00:18:25,820

that question uh sorry that's all right

408

00:18:34,180 --> 00:18:28,730

because I have jobs opening right now if

409

00:18:36,610 --> 00:18:34,190

anyone wants a job really need a job I

410

00:18:38,409 --> 00:18:36,620

mean no and I'm not kidding I need four

411

00:18:40,840 --> 00:18:38,419

for our the work that you know a man and

412

00:18:43,000 --> 00:18:40,850

I are doing when he very technically

413

00:18:45,700 --> 00:18:43,010

precise people that are willing to work

414

00:18:49,240 --> 00:18:45,710

in an observatory setting to help you

415

00:18:50,770 --> 00:18:49,250

know the you know help our staff help

416

00:18:52,930 --> 00:18:50,780

the community but do their science and

417

00:18:54,250 --> 00:18:52,940

those kind of things so you know and

418

00:18:56,409 --> 00:18:54,260

then from the management point of view

419

00:18:59,470 --> 00:18:56,419

we have several jobs opening for

420

00:19:01,480 --> 00:18:59,480

management because you you managing

421

00:19:02,799 --> 00:19:01,490

people is a lot different than managing

422

00:19:05,560 --> 00:19:02,809

tasks which is a lot different than

423

00:19:08,140 --> 00:19:05,570

actually completing your thesis so it's

424

00:19:11,830 --> 00:19:08,150

just it's it's a it's a huge it's a very

425

00:19:13,840 --> 00:19:11,840

different environment so yes I have

426

00:19:17,169 --> 00:19:13,850

staff positions opening that I am

427

00:19:19,659 --> 00:19:17,179

searching to fill I'm very happy that a

428

00:19:20,289 --> 00:19:19,669

man to decide to stay no idea how happy

429

00:19:22,900 --> 00:19:20,299

I'm happy

430

00:19:24,970 --> 00:19:22,910

the man decide to stay but you know the

431

00:19:28,240 --> 00:19:24,980

and but we have multiple management

432

00:19:31,030 --> 00:19:28,250

positions now in um the Alma project

433

00:19:33,370 --> 00:19:31,040

that are just not filled because you

434

00:19:35,200 --> 00:19:33,380

just cannot find that correct balance

435

00:19:38,260 --> 00:19:35,210

between a technical person that can

436

00:19:39,669 --> 00:19:38,270

manage people in order to drive that to

437

00:19:53,680 --> 00:19:39,679

in order to be successful in that

438

00:19:58,070 --> 00:19:56,420

from a hiring perspective how do you

439

00:19:59,870 --> 00:19:58,080

identify people who have those skills

440

00:20:00,680 --> 00:19:59,880

and what do you look for did you want to

441

00:20:05,930 --> 00:20:00,690

say something before I answer that

442

00:20:08,080 --> 00:20:05,940

question or no okay um yeah I wanted

443

00:20:12,230 --> 00:20:08,090

because that's a great question also um

444

00:20:13,940 --> 00:20:12,240

so I think in terms of non academia so I

445

00:20:15,500 --> 00:20:13,950

am in the field of data science right

446

00:20:17,060 --> 00:20:15,510

which is kind of a hot field right now

447

00:20:18,530 --> 00:20:17,070

like you hear about big data although

448

00:20:20,630 --> 00:20:18,540

don't ever say those words because it's

449

00:20:23,960 --> 00:20:20,640

very imprecise like big data doesn't

450

00:20:27,290 --> 00:20:23,970

really mean anything and so what we look

451  
00:20:29,600 --> 00:20:27,300  
for we sometimes hire you know X

452  
00:20:32,150 --> 00:20:29,610  
academics right people with PhDs and

453  
00:20:34,160 --> 00:20:32,160  
technical fields you know if you have

454  
00:20:36,430 --> 00:20:34,170  
experience writing code you could

455  
00:20:39,110 --> 00:20:36,440  
potentially work as a software engineer

456  
00:20:40,730 --> 00:20:39,120  
right like the path I think the path

457  
00:20:42,080 --> 00:20:40,740  
forward to growing and advancing your

458  
00:20:45,110 --> 00:20:42,090  
career I think you have a lot more

459  
00:20:47,300 --> 00:20:45,120  
options if you leave academia like

460  
00:20:49,700 --> 00:20:47,310  
that's one option like being faculty is

461  
00:20:52,010 --> 00:20:49,710  
awesome but sometimes you have 300

462  
00:20:53,750 --> 00:20:52,020  
people applying for one spot right it's

463  
00:20:55,220 --> 00:20:53,760

incredibly competitive you said one in

464

00:20:57,290 --> 00:20:55,230

eight I would be surprised if it's

465

00:20:59,570 --> 00:20:57,300

actually that high so I think that

466

00:21:02,180 --> 00:20:59,580

keeping in mind what do I like to do

467

00:21:04,190 --> 00:21:02,190

what are the skills that I have where do

468

00:21:06,140 --> 00:21:04,200

I feel like I could use these like for

469

00:21:07,850 --> 00:21:06,150

many of you I think academia is going to

470

00:21:10,160 --> 00:21:07,860

be the most attractive option and that's

471

00:21:12,320 --> 00:21:10,170

great but there with technical skills

472

00:21:14,330 --> 00:21:12,330

like there's a huge world of things you

473

00:21:16,820 --> 00:21:14,340

can do consulting data science software

474

00:21:18,560 --> 00:21:16,830

engineering you know there's scientific

475

00:21:20,120 --> 00:21:18,570

research positions at various companies

476

00:21:21,650 --> 00:21:20,130

right you think of all the big ones like

477

00:21:23,710 --> 00:21:21,660

Google or Apple or all of these

478

00:21:26,690 --> 00:21:23,720

different things and so I think that

479

00:21:28,160 --> 00:21:26,700

particularly if you move to I mean

480

00:21:29,720 --> 00:21:28,170

Charlottesville has a ton here for its

481

00:21:32,210 --> 00:21:29,730

size but if you move to places you know

482

00:21:33,680 --> 00:21:32,220

Boston New York San Francisco you don't

483

00:21:35,090 --> 00:21:33,690

have to move around all the time because

484

00:21:36,650 --> 00:21:35,100

there's such a wealth of jobs there so

485

00:21:40,130 --> 00:21:36,660

it's not that one is better or worse

486

00:21:43,070 --> 00:21:40,140

than the other but there are I think a

487

00:21:47,690 --> 00:21:43,080

lot of options that are different than

488

00:21:50,860 --> 00:21:47,700

the academic one did you guys want to

489

00:21:55,450 --> 00:21:50,870

comment on this at all your academics it

490

00:21:56,770 --> 00:21:55,460

yeah no no guys and say you answer that

491

00:22:04,299 --> 00:21:56,780

question and then I have some thoughts

492

00:22:06,100 --> 00:22:04,309

on that too so does anybody here want to

493

00:22:10,120 --> 00:22:06,110

be an astronaut did anybody apply to the

494

00:22:11,860 --> 00:22:10,130

Astra okay so I was I was the the prior

495

00:22:14,170 --> 00:22:11,870

astronaut selection was actually when I

496

00:22:15,160 --> 00:22:14,180

was applying for faculty positions and I

497

00:22:16,660 --> 00:22:15,170

made it through the first couple rounds

498

00:22:18,580 --> 00:22:16,670

of astronaut selection I had this

499

00:22:20,290 --> 00:22:18,590

horrifying moment where I realized that

500

00:22:21,549 --> 00:22:20,300

at that point in my life there was

501  
00:22:23,290 --> 00:22:21,559  
actually a better chance that I was

502  
00:22:26,110 --> 00:22:23,300  
going to become an astronaut I think in

503  
00:22:28,660 --> 00:22:26,120  
a faculty musician which was like this

504  
00:22:30,940 --> 00:22:28,670  
really terrifying like holy what

505  
00:22:33,040 --> 00:22:30,950  
have I done with my life like moment

506  
00:22:34,330 --> 00:22:33,050  
that I had but I will say so the one

507  
00:22:36,880 --> 00:22:34,340  
innate whatever numbers you want to come

508  
00:22:38,740 --> 00:22:36,890  
up with like so I know my position at

509  
00:22:41,110 --> 00:22:38,750  
Hopkins are were like 150 people who

510  
00:22:42,669 --> 00:22:41,120  
applied but I also know that if you

511  
00:22:44,260 --> 00:22:42,679  
looked at those applications which I

512  
00:22:46,660 --> 00:22:44,270  
didn't I wasn't on the search for hire

513  
00:22:48,270 --> 00:22:46,670

myself that you know and not in

514

00:22:51,040 --> 00:22:48,280

substantial fraction of those were not

515

00:22:52,210 --> 00:22:51,050

people who were really serious about the

516

00:22:54,400 --> 00:22:52,220

position in the first place right

517

00:22:56,440 --> 00:22:54,410

because a lot of these positions get

518

00:22:58,180 --> 00:22:56,450

spammed by people who are looking for

519

00:23:00,280 --> 00:22:58,190

anything that's even remotely adjacent

520

00:23:01,810 --> 00:23:00,290

to what they do and even if you just

521

00:23:03,400 --> 00:23:01,820

look at the overall numbers in the field

522

00:23:05,620 --> 00:23:03,410

like not everybody who starts grad

523

00:23:07,450 --> 00:23:05,630

school wants to be a professor and so

524

00:23:09,160 --> 00:23:07,460

that's something to keep in mind that

525

00:23:10,270 --> 00:23:09,170

you know just because you look at those

526

00:23:12,160 --> 00:23:10,280

overall numbers and you're like holy

527

00:23:14,950 --> 00:23:12,170

there's no way like this is

528

00:23:17,560 --> 00:23:14,960

ridiculous doesn't mean that if you want

529

00:23:18,850 --> 00:23:17,570

it you can't have it and that doesn't

530

00:23:21,040 --> 00:23:18,860

mean that you should feel ridiculous

531

00:23:22,060 --> 00:23:21,050

like saying it out loud I always I joke

532

00:23:23,440 --> 00:23:22,070

the longest time like well I'd like to

533

00:23:25,240 --> 00:23:23,450

be a professor but I'd also like you

534

00:23:27,400 --> 00:23:25,250

know a pony in a million dollars like

535

00:23:29,530 --> 00:23:27,410

because it felt ridiculous but it wasn't

536

00:23:31,180 --> 00:23:29,540

ridiculous and so you know there is a

537

00:23:35,560 --> 00:23:31,190

path forward that way if that's what you

538

00:23:37,660 --> 00:23:35,570

want to do and I I think that most of

539

00:23:39,490 --> 00:23:37,670

the people that that I know in the field

540

00:23:41,410 --> 00:23:39,500

who really wanted that have found it in

541

00:23:43,210 --> 00:23:41,420

some way or another and most of the

542

00:23:44,919 --> 00:23:43,220

people who've wanted to stay in academia

543

00:23:46,240 --> 00:23:44,929

have found it in some way or another but

544

00:23:48,040 --> 00:23:46,250

a lot of people never wanted that to

545

00:23:49,210 --> 00:23:48,050

begin with or they change their mind

546

00:23:51,970 --> 00:23:49,220

while they were in grad school and

547

00:23:53,770 --> 00:23:51,980

that's fine too so you know it's just to

548

00:23:55,419 --> 00:23:53,780

think that you know you're not you're

549

00:23:56,620 --> 00:23:55,429

not always competing with as many people

550

00:24:01,770 --> 00:23:56,630

as you might feel like you're competing

551

00:24:05,970 --> 00:24:03,690

okay all right I'll say something

552

00:24:08,220 --> 00:24:05,980

quickly which is I did obviously how

553

00:24:10,350 --> 00:24:08,230

many years now but I started in Europe

554

00:24:12,090 --> 00:24:10,360

and I spent some time in Germany for

555

00:24:15,210 --> 00:24:12,100

example I would encourage you to look

556

00:24:18,480 --> 00:24:15,220

outside of North America there are lots

557

00:24:20,460 --> 00:24:18,490

of very good opportunities elsewhere and

558

00:24:22,680 --> 00:24:20,470

you don't necessarily have to speak the

559

00:24:24,180 --> 00:24:22,690

language does help right but you know

560

00:24:29,040 --> 00:24:24,190

where I was in Germany might you know my

561

00:24:31,260 --> 00:24:29,050

German is still rudimentary at best but

562

00:24:33,090 --> 00:24:31,270

the working language is English and

563

00:24:35,370 --> 00:24:33,100

that's often the case which puts you in

564

00:24:39,030 --> 00:24:35,380

a very lucky position as English

565

00:24:45,780 --> 00:24:39,040

speakers right so I would yeah look to

566

00:24:47,390 --> 00:24:45,790

move even if you ultimately come back so

567

00:24:54,080 --> 00:24:47,400

now I'll talk about management skills

568

00:25:00,660 --> 00:24:58,920

so the the difference is it's a lot

569

00:25:03,270 --> 00:25:00,670

different so I got my patient load time

570

00:25:05,130 --> 00:25:03,280

ago and you were very you were working

571

00:25:06,060 --> 00:25:05,140

on your your thesis and you were working

572

00:25:07,440 --> 00:25:06,070

with your adviser maybe had a couple

573

00:25:09,300 --> 00:25:07,450

collaborators and was very different how

574

00:25:11,340 --> 00:25:09,310

we communicate with each other and how

575

00:25:12,990 --> 00:25:11,350

we worked our thesis now the the way

576

00:25:15,390 --> 00:25:13,000

that things have evolved over the course

577

00:25:17,370 --> 00:25:15,400

the last 15 years probably a lot more

578

00:25:19,740 --> 00:25:17,380

interaction with your colleagues and

579

00:25:21,810 --> 00:25:19,750

your you know kawaii' there's you know

580

00:25:23,310 --> 00:25:21,820

Skype or you know email and all this

581

00:25:25,020 --> 00:25:23,320

kind of stuff that you didn't wasn't

582

00:25:30,570 --> 00:25:25,030

wasn't very readily accessible when I

583

00:25:33,270 --> 00:25:30,580

was finishing but still you have a how

584

00:25:35,150 --> 00:25:33,280

do you translate that to a roomful of

585

00:25:38,880 --> 00:25:35,160

six people

586

00:25:41,010 --> 00:25:38,890

your sign software team meetings that

587

00:25:43,860 --> 00:25:41,020

have very strong opinions about how

588

00:25:45,300 --> 00:25:43,870

things should be done and they are all

589

00:25:47,400 --> 00:25:45,310

absolutely correct and what they are

590

00:25:48,600 --> 00:25:47,410

saying but you have to make a decision

591

00:25:50,280 --> 00:25:48,610

on which way you're going to go and it's

592

00:25:51,450 --> 00:25:50,290

going to affect not only that decision

593

00:25:52,830 --> 00:25:51,460

but the next decision and the next

594

00:25:57,120 --> 00:25:52,840

decision now you're into like what's

595

00:25:59,700 --> 00:25:57,130

going to happen next there's a general

596

00:26:01,170 --> 00:25:59,710

consensus among everyone that's in you

597

00:26:02,640 --> 00:26:01,180

know we're all collaborative we all work

598

00:26:03,870 --> 00:26:02,650

together we could all each other we

599

00:26:05,310 --> 00:26:03,880

could all work together and we can

600

00:26:07,020 --> 00:26:05,320

always make it fine to compromise and

601  
00:26:08,520 --> 00:26:07,030  
this and that sometimes you just in

602  
00:26:09,750 --> 00:26:08,530  
terms of management skills you someone's

603  
00:26:11,310 --> 00:26:09,760  
just got to have to make a decision and

604  
00:26:13,020 --> 00:26:11,320  
say look I've heard all your opinions

605  
00:26:14,910 --> 00:26:13,030  
they're all good they're all valid

606  
00:26:15,539 --> 00:26:14,920  
everything is is but you know what we're

607  
00:26:19,259 --> 00:26:15,549  
going this way

608  
00:26:21,810 --> 00:26:19,269  
and that skill especially in a room full

609  
00:26:24,149 --> 00:26:21,820  
of very strong-willed a type personality

610  
00:26:26,070 --> 00:26:24,159  
people with very good opinions and why

611  
00:26:28,229 --> 00:26:26,080  
theirs is the best is a very hard thing

612  
00:26:31,739 --> 00:26:28,239  
to do because you will get shot at and

613  
00:26:34,529 --> 00:26:31,749

shot down so hard by everyone else that

614

00:26:36,330 --> 00:26:34,539

you don't agree with and how do how do

615

00:26:37,649 --> 00:26:36,340

you build that skill is just as you just

616

00:26:41,970 --> 00:26:37,659

have to put yourself into those

617

00:26:43,590 --> 00:26:41,980

situations my old people that I my old

618

00:26:45,539 --> 00:26:43,600

advisers thought I worked with it was

619

00:26:47,159 --> 00:26:45,549

trial by fire put yourself in a very

620

00:26:49,680 --> 00:26:47,169

uncomfortable situation begin with and

621

00:26:50,849 --> 00:26:49,690

see how you do you could take all the

622

00:26:52,200 --> 00:26:50,859

management training courses you want

623

00:26:54,090 --> 00:26:52,210

they could give you techniques and how

624

00:26:55,710 --> 00:26:54,100

to do things and how to talk in a

625

00:26:57,960 --> 00:26:55,720

certain way but until you're actually in

626

00:27:00,899 --> 00:26:57,970

that room with that five people that are

627

00:27:03,239 --> 00:27:00,909

actually trying to state their case very

628

00:27:04,769 --> 00:27:03,249

strongly and they're alright but you

629

00:27:06,330 --> 00:27:04,779

have to make a decision and you got to

630

00:27:08,129 --> 00:27:06,340

go forward that decision and the and

631

00:27:10,109 --> 00:27:08,139

those five people are all going to tell

632

00:27:11,070 --> 00:27:10,119

you why you're wrong that's a very

633

00:27:12,960 --> 00:27:11,080

difficult thing to do and so you're

634

00:27:15,629 --> 00:27:12,970

actually in that position and a lot of

635

00:27:17,279 --> 00:27:15,639

management training is not preparing you

636

00:27:18,570 --> 00:27:17,289

for that but you that's what you need in

637

00:27:19,979 --> 00:27:18,580

order to do that that's a difference

638

00:27:26,970 --> 00:27:19,989

between managing just a process and

639

00:27:31,080 --> 00:27:26,980

managing people I he's not understating

640

00:27:33,869 --> 00:27:31,090

the strong personality angle here by the

641

00:27:39,419 --> 00:27:33,879

way when when they yell at her boss then

642

00:27:41,989 --> 00:27:39,429

they all come and yell at me and I think

643

00:27:43,979 --> 00:27:41,999

so I think the listening is really

644

00:27:46,019 --> 00:27:43,989

important so you asked a question about

645

00:27:47,700 --> 00:27:46,029

how do you look for those skills and how

646

00:27:49,349 --> 00:27:47,710

do you develop those skills language

647

00:27:51,269 --> 00:27:49,359

isn't it but I think I want to

648

00:27:55,049 --> 00:27:51,279

underscore the listening piece because I

649

00:27:57,239 --> 00:27:55,059

think that I want my team to be able to

650

00:27:58,889 --> 00:27:57,249

come to me and disagree with me and know

651  
00:28:00,749 --> 00:27:58,899  
that I will listen to what they have to

652  
00:28:02,999 --> 00:28:00,759  
say and even if ultimately I have to

653  
00:28:05,549 --> 00:28:03,009  
make the decision they know that I took

654  
00:28:07,109 --> 00:28:05,559  
their opinion into consideration right I

655  
00:28:08,399 --> 00:28:07,119  
was listening to understand what they

656  
00:28:10,320 --> 00:28:08,409  
were saying not just listening to

657  
00:28:13,259 --> 00:28:10,330  
respond to them and give them my opinion

658  
00:28:16,049 --> 00:28:13,269  
I think in terms of what I look for it

659  
00:28:17,460 --> 00:28:16,059  
sort of depends on the experience level

660  
00:28:19,259 --> 00:28:17,470  
of the person right like if you're just

661  
00:28:21,180 --> 00:28:19,269  
coming out of grad school with a PhD I

662  
00:28:23,759 --> 00:28:21,190  
am almost certainly not going to hire

663  
00:28:25,739 --> 00:28:23,769

you into any sort of leadership role

664

00:28:27,180 --> 00:28:25,749

because I don't know what your skills

665

00:28:29,180 --> 00:28:27,190

are in terms of communication

666

00:28:32,630 --> 00:28:29,190

interacting with clients talking

667

00:28:34,520 --> 00:28:32,640

people who it's not just I need to

668

00:28:36,440 --> 00:28:34,530

present the scientific research to a

669

00:28:38,060 --> 00:28:36,450

roomful of colleagues who are in my

670

00:28:39,350 --> 00:28:38,070

field with different interests it's I

671

00:28:41,690 --> 00:28:39,360

need to talk about something that is

672

00:28:43,550 --> 00:28:41,700

extremely technical to a roomful of

673

00:28:45,800 --> 00:28:43,560

people who don't even want to hear about

674

00:28:48,410 --> 00:28:45,810

the word statistics or I need to be able

675

00:28:50,480 --> 00:28:48,420

to communicate sometimes to you know the

676

00:28:52,190 --> 00:28:50,490

CEO of a 1 billion dollar company who

677

00:28:54,050 --> 00:28:52,200

needs to know why it's worth it to pay

678

00:28:55,940 --> 00:28:54,060

me 250 dollars an hour to solve this

679

00:28:56,960 --> 00:28:55,950

problem for him so there's a lot of

680

00:28:59,360 --> 00:28:56,970

different ways that you have to

681

00:29:01,850 --> 00:28:59,370

communicate and so what I look for is

682

00:29:03,710 --> 00:29:01,860

just looking at how do you write how do

683

00:29:06,380 --> 00:29:03,720

you communicate with your colleagues how

684

00:29:08,210 --> 00:29:06,390

flexible are you how willing are you to

685

00:29:09,650 --> 00:29:08,220

sort of you know pivot based on what the

686

00:29:12,500 --> 00:29:09,660

people around you are saying and so I

687

00:29:14,000 --> 00:29:12,510

think looking for those things you know

688

00:29:15,590 --> 00:29:14,010

being humble like when you're wrong

689

00:29:16,850 --> 00:29:15,600

saying you know what I was wrong I

690

00:29:19,490 --> 00:29:16,860

screwed that up all of these things

691

00:29:20,600 --> 00:29:19,500

which maybe might sound I don't know if

692

00:29:22,220 --> 00:29:20,610

counterintuitive is the right word but

693

00:29:23,930 --> 00:29:22,230

you know I wouldn't have necessarily

694

00:29:26,210 --> 00:29:23,940

thought oh these are the leadership

695

00:29:28,190 --> 00:29:26,220

qualities I look for but now you know

696

00:29:29,930 --> 00:29:28,200

that I lead people I work with a lot of

697

00:29:31,700 --> 00:29:29,940

people and I you know those are sort of

698

00:29:33,680 --> 00:29:31,710

the things I look for so I don't know I

699

00:29:36,080 --> 00:29:33,690

don't have a lot of great experience or

700

00:29:37,850 --> 00:29:36,090

a way to tell you how to develop those

701  
00:29:39,500 --> 00:29:37,860  
because I sort of like I had helped

702  
00:29:41,360 --> 00:29:39,510  
developing them from former bosses and

703  
00:29:48,830 --> 00:29:41,370  
so I look to develop those things in my

704  
00:29:53,030 --> 00:29:48,840  
team yeah so I am a grad student from

705  
00:29:56,600 --> 00:29:53,040  
Italy and there are you can always feel

706  
00:30:00,470 --> 00:29:56,610  
that it's much more difficult for women

707  
00:30:02,480 --> 00:30:00,480  
than for men to have a career both in

708  
00:30:05,090 --> 00:30:02,490  
academia and not in academia so it's

709  
00:30:06,530 --> 00:30:05,100  
both of them so I was wondering if you

710  
00:30:09,410 --> 00:30:06,540  
have ever experienced something like

711  
00:30:12,710 --> 00:30:09,420  
that and especially in terms of like

712  
00:30:16,250 --> 00:30:12,720  
having a real life apart from like

713  
00:30:18,350 --> 00:30:16,260

working in the lab so in I don't know in

714

00:30:20,690 --> 00:30:18,360

terms of having a family or something

715

00:30:28,100 --> 00:30:20,700

like that that sometimes maybe you want

716

00:30:29,720 --> 00:30:28,110

to okay okay all right all the mics I'll

717

00:30:32,540 --> 00:30:29,730

make this quick so other people can talk

718

00:30:35,150 --> 00:30:32,550

so I do I have two children if two girls

719

00:30:39,020 --> 00:30:35,160

are eating a half in six and a half at

720

00:30:42,080 --> 00:30:39,030

my first consulting job so it it is hard

721

00:30:42,870 --> 00:30:42,090

to manage all those things I think

722

00:30:45,060 --> 00:30:42,880

having

723

00:30:49,440 --> 00:30:45,070

a helpful support system a partner

724

00:30:52,140 --> 00:30:49,450

friends family really helps after I had

725

00:30:54,510 --> 00:30:52,150

my first daughter my consulting job the

726

00:30:56,760 --> 00:30:54,520

expectation was minimum 10 hour days and

727

00:30:58,350 --> 00:30:56,770

after I had her I was fortunate to have

728

00:31:01,650 --> 00:30:58,360

a six-month maternity leave and I was

729

00:31:04,380 --> 00:31:01,660

like nope I am NOT interested in doing

730

00:31:06,360 --> 00:31:04,390

that and so I went part-time instead of

731

00:31:07,890 --> 00:31:06,370

working 50 hours a week I worked 30 and

732

00:31:09,630 --> 00:31:07,900

I took a pay cut but it worked really

733

00:31:11,520 --> 00:31:09,640

really well because I was still able to

734

00:31:15,210 --> 00:31:11,530

work and contribute technically to the

735

00:31:16,800 --> 00:31:15,220

teens that I was on but I didn't have to

736

00:31:19,230 --> 00:31:16,810

be at work for so many hours a week and

737

00:31:21,890 --> 00:31:19,240

I more time with my daughter I'm very

738

00:31:25,110 --> 00:31:21,900

fortunate now that the job that I am in

739

00:31:26,490 --> 00:31:25,120

it's pretty family friendly like there

740

00:31:29,280 --> 00:31:26,500

are times I have to bring my kids to the

741

00:31:31,110 --> 00:31:29,290

office for various things you know I

742

00:31:33,060 --> 00:31:31,120

think also having you know my kids

743

00:31:35,190 --> 00:31:33,070

father and I were actually separated but

744

00:31:36,690 --> 00:31:35,200

right now he's taking our kids to the

745

00:31:39,390 --> 00:31:36,700

orthodontist so I can be here on this

746

00:31:41,310 --> 00:31:39,400

panel and I try to support him similarly

747

00:31:44,070 --> 00:31:41,320

right because it's better for our kids

748

00:31:47,820 --> 00:31:44,080

and so I think that having that support

749

00:31:50,310 --> 00:31:47,830

system you know having I think more and

750

00:31:52,380 --> 00:31:50,320

more companies understand right like you

751  
00:31:54,630 --> 00:31:52,390  
have a life outside of work right like

752  
00:31:57,750 --> 00:31:54,640  
you you cannot be married to your job

753  
00:31:59,580 --> 00:31:57,760  
all the time and so I think that I've

754  
00:32:01,260 --> 00:31:59,590  
been very fortunate but I've also had to

755  
00:32:03,600 --> 00:32:01,270  
make some sacrifices I'll give one more

756  
00:32:05,430 --> 00:32:03,610  
example and then I passed the mic

757  
00:32:07,700 --> 00:32:05,440  
when we were living in Toronto when I

758  
00:32:10,080 --> 00:32:07,710  
was working in the neuro imaging lab I

759  
00:32:11,910 --> 00:32:10,090  
it was about 40 hours a week I was a

760  
00:32:13,260 --> 00:32:11,920  
research scientist right so kind of like

761  
00:32:15,600 --> 00:32:13,270  
my boss used to call me like a super

762  
00:32:17,250 --> 00:32:15,610  
postdoc I was like a postdoc plus so

763  
00:32:19,020 --> 00:32:17,260

that was about a 40 hour week job which

764

00:32:21,420 --> 00:32:19,030

was great but I'd take a really big pay

765

00:32:23,730 --> 00:32:21,430

cut for my consulting salary and a very

766

00:32:26,790 --> 00:32:23,740

very large fraction of my income was

767

00:32:28,440 --> 00:32:26,800

going to daycare expenses and it was

768

00:32:30,750 --> 00:32:28,450

definitely like am I making the right

769

00:32:32,610 --> 00:32:30,760

choice right like I am NOT taking home a

770

00:32:35,130 --> 00:32:32,620

lot of money you know it's kind of

771

00:32:36,990 --> 00:32:35,140

stressful but ultimately it paid off

772

00:32:41,000 --> 00:32:37,000

because I continued working and the

773

00:32:43,020 --> 00:32:41,010

skills that I gained in that job

774

00:32:44,640 --> 00:32:43,030

directly helped me get the job I'm in

775

00:32:46,650 --> 00:32:44,650

now and I've since been promoted and my

776

00:32:48,720 --> 00:32:46,660

salary has increased quite a bit so it

777

00:32:50,940 --> 00:32:48,730

was not always easy but I have been

778

00:32:52,050 --> 00:32:50,950

fortunate to have a lot of support and

779

00:32:55,549 --> 00:32:52,060

have the ability to make those choices

780

00:33:03,320 --> 00:32:58,279

I can well I so I don't have any kids I

781

00:33:05,239 --> 00:33:03,330

am married um and it's just it's I've

782

00:33:06,470 --> 00:33:05,249

never had any problems with harassment

783

00:33:08,989 --> 00:33:06,480

or anything like that which

784

00:33:12,129 --> 00:33:08,999

unfortunately has been a topic of

785

00:33:14,539 --> 00:33:12,139

conversation in the Astronomy community

786

00:33:16,249 --> 00:33:14,549

but at the same time it's still hard

787

00:33:17,840 --> 00:33:16,259

particularly if you're in sort of a dual

788

00:33:19,519 --> 00:33:17,850

career couples no matter I mean no

789

00:33:21,860 --> 00:33:19,529

matter where you are this is difficult

790

00:33:24,440 --> 00:33:21,870

unless you work in the same industry but

791

00:33:26,720 --> 00:33:24,450

I actually had to turn down a permanent

792

00:33:29,629 --> 00:33:26,730

job offer because there was just nothing

793

00:33:35,779 --> 00:33:29,639

there for my spouse and it killed me god

794

00:33:41,629 --> 00:33:35,789

it's mine it fellas mine well yeah I had

795

00:33:42,859 --> 00:33:41,639

to sign but but so it it's sometimes you

796

00:33:44,629 --> 00:33:42,869

just got to make the best choice for

797

00:33:46,460 --> 00:33:44,639

your sanity and the sanity of your

798

00:33:48,950 --> 00:33:46,470

partner and the sanity of your family

799

00:33:56,629 --> 00:33:48,960

which may not look to be the most sane

800

00:33:58,310 --> 00:33:56,639

choice to to people outside you choose

801  
00:33:59,980 --> 00:33:58,320  
what's right for you and everyone has a

802  
00:34:02,180 --> 00:33:59,990  
different set of parameters and and

803  
00:34:08,089 --> 00:34:02,190  
things that matter to them and that's

804  
00:34:09,589 --> 00:34:08,099  
okay uh yeah so a few things I mean I

805  
00:34:14,030 --> 00:34:09,599  
could talk about this how long does I

806  
00:34:15,530 --> 00:34:14,040  
really have um I know seriously

807  
00:34:22,760 --> 00:34:15,540  
and also if we could have some vodka

808  
00:34:25,879 --> 00:34:22,770  
that'd be amazing uh so uh I don't know

809  
00:34:29,930 --> 00:34:25,889  
where to start and so I'm not married I

810  
00:34:31,879 --> 00:34:29,940  
don't have kids I am in a very long-term

811  
00:34:34,399 --> 00:34:31,889  
and also at this point very long

812  
00:34:36,710 --> 00:34:34,409  
distance relationship my partner did not

813  
00:34:38,270 --> 00:34:36,720

move with me to Baltimore so we've been

814

00:34:40,250 --> 00:34:38,280

apart for three years now which was the

815

00:34:42,409 --> 00:34:40,260

solution that we came up with at the

816

00:34:45,740 --> 00:34:42,419

time which is not a solution that works

817

00:34:47,000 --> 00:34:45,750

for a lot of people um and it's not a

818

00:34:48,500 --> 00:34:47,010

good long-term solution I think for

819

00:34:48,710 --> 00:34:48,510

anybody but it's what we're doing right

820

00:34:54,639 --> 00:34:48,720

now

821

00:34:57,500 --> 00:34:54,649

um I would say that I probably feel uh

822

00:34:59,300 --> 00:34:57,510

that I am a woman in science every

823

00:35:01,700 --> 00:34:59,310

single day and not just a scientist

824

00:35:03,440 --> 00:35:01,710

which is frustrating um when I joined

825

00:35:07,400 --> 00:35:03,450

the faculty at Hopkins there were two of

826

00:35:08,240 --> 00:35:07,410

us and she left a few months after I got

827

00:35:11,990 --> 00:35:08,250

there and

828

00:35:14,210 --> 00:35:12,000

I spent a decent chunk of time as the

829

00:35:16,370 --> 00:35:14,220

only female tenure track professor in

830

00:35:20,390 --> 00:35:16,380

our department which was not my favorite

831

00:35:23,780 --> 00:35:20,400

period of my life we had another woman

832

00:35:26,180 --> 00:35:23,790

start last fall and we have four new

833

00:35:29,450 --> 00:35:26,190

assistant professor starting in the fall

834

00:35:31,160 --> 00:35:29,460

and they are all women so things are

835

00:35:34,550 --> 00:35:31,170

changing in our department which I think

836

00:35:36,260 --> 00:35:34,560

will help there's a lot of research that

837

00:35:37,760 --> 00:35:36,270

has been really beneficial to me in

838

00:35:40,040 --> 00:35:37,770

terms of understanding the way that I

839

00:35:41,180 --> 00:35:40,050

react to being a woman in science and I

840

00:35:44,780 --> 00:35:41,190

think some of that has been really

841

00:35:47,480 --> 00:35:44,790

helpful the other thing that I would

842

00:35:48,830 --> 00:35:47,490

definitely encourage you all to do if

843

00:35:51,740 --> 00:35:48,840

you're feeling isolated for any reason

844

00:35:53,240 --> 00:35:51,750

and it's not just you know um being a

845

00:35:55,040 --> 00:35:53,250

woman in science you know if you're

846

00:35:56,780 --> 00:35:55,050

black in science if you're gay in

847

00:35:59,810 --> 00:35:56,790

science if you're disabled in science

848

00:36:02,330 --> 00:35:59,820

all of those things are going to result

849

00:36:03,740 --> 00:36:02,340

in you feeling isolated at some point in

850

00:36:06,230 --> 00:36:03,750

your career especially as you get

851  
00:36:08,000 --> 00:36:06,240  
farther along or the field becomes less

852  
00:36:09,980 --> 00:36:08,010  
diverse I mean I look around this room

853  
00:36:13,580 --> 00:36:09,990  
now I would be amazing if a faculty

854  
00:36:16,970 --> 00:36:13,590  
meeting with like this um and so you

855  
00:36:18,530 --> 00:36:16,980  
know you can build networks outside of

856  
00:36:20,390 --> 00:36:18,540  
where you're at and that will really

857  
00:36:23,120 --> 00:36:20,400  
help and so um

858  
00:36:25,280 --> 00:36:23,130  
some of you at least a few of you I know

859  
00:36:27,440 --> 00:36:25,290  
and I was checking the hashtag um you

860  
00:36:30,050 --> 00:36:27,450  
know are on Twitter and it might sound

861  
00:36:31,820 --> 00:36:30,060  
ridiculous to say but um I I found a

862  
00:36:33,830 --> 00:36:31,830  
community on social media that has been

863  
00:36:35,720 --> 00:36:33,840

very helpful to me and so I have a whole

864

00:36:38,140 --> 00:36:35,730

collection of female assistant

865

00:36:39,800 --> 00:36:38,150

professors in science um they're not

866

00:36:41,690 --> 00:36:39,810

planetary scientists they're not

867

00:36:43,460 --> 00:36:41,700

astrobiologists but there are people

868

00:36:46,220 --> 00:36:43,470

whose day-to-day lives are actually very

869

00:36:47,690 --> 00:36:46,230

similar to mine and that's been really

870

00:36:49,400 --> 00:36:47,700

helpful I couldn't find the community in

871

00:36:50,720 --> 00:36:49,410

the place I'm at but that didn't mean

872

00:36:52,460 --> 00:36:50,730

that those people didn't exist somewhere

873

00:36:55,160 --> 00:36:52,470

else and so I would encourage you to try

874

00:36:57,530 --> 00:36:55,170

to find ways to connect with people and

875

00:36:59,060 --> 00:36:57,540

who may be sharing experiences with you

876

00:37:01,100 --> 00:36:59,070

even if they're not in your same

877

00:37:03,740 --> 00:37:01,110

physical location which makes it harder

878

00:37:06,650 --> 00:37:03,750

but it's still possible I also use an

879

00:37:09,290 --> 00:37:06,660

amazing slack channel that's five women

880

00:37:10,370 --> 00:37:09,300

that I met at a meeting and we just I

881

00:37:11,630 --> 00:37:10,380

mean I'm sure if I looked at my phone

882

00:37:14,630 --> 00:37:11,640

right now there would be like a billion

883

00:37:16,550 --> 00:37:14,640

notifications and we do like memes and

884

00:37:18,560 --> 00:37:16,560

professional development and brainstorm

885

00:37:20,150 --> 00:37:18,570

how to solve a problem we're having at

886

00:37:20,730 --> 00:37:20,160

the grad student and all of these things

887

00:37:23,370 --> 00:37:20,740

all at once

888

00:37:26,220 --> 00:37:23,380

um the other thing that I wanted to say

889

00:37:27,390 --> 00:37:26,230

is that I have dealt with some issues of

890

00:37:30,150 --> 00:37:27,400

harassment off and on throughout my

891

00:37:34,500 --> 00:37:30,160

career in fact part of the reason that I

892

00:37:37,680 --> 00:37:34,510

work on what I work on now um was the

893

00:37:41,250 --> 00:37:37,690

effect of actively avoiding a couple of

894

00:37:43,440 --> 00:37:41,260

situations and a specific person that

895

00:37:44,490 --> 00:37:43,450

you know kind of said okay well I'm

896

00:37:46,230 --> 00:37:44,500

going to end up going and working on

897

00:37:48,180 --> 00:37:46,240

this instead because this path isn't

898

00:37:52,109 --> 00:37:48,190

really open to me the way that the way

899

00:37:54,210 --> 00:37:52,119

that things are right now if anyone is

900

00:37:56,400 --> 00:37:54,220

having any problems and they would like

901  
00:37:58,140 --> 00:37:56,410  
to talk to somebody about it you can

902  
00:38:00,390 --> 00:37:58,150  
come find me afterwards or email me or

903  
00:38:02,580 --> 00:38:00,400  
something and if it would be at all

904  
00:38:04,680 --> 00:38:02,590  
useful to you I have the contact

905  
00:38:07,470 --> 00:38:04,690  
information for a wonderful lawyer who

906  
00:38:09,420 --> 00:38:07,480  
specializes in title 9 cases and so if

907  
00:38:10,590 --> 00:38:09,430  
anybody needs that for whatever reason I

908  
00:38:12,960 --> 00:38:10,600  
can give you the information no

909  
00:38:14,100 --> 00:38:12,970  
questions asked but I'm happy to help if

910  
00:38:15,720 --> 00:38:14,110  
there's anybody who's dealing with

911  
00:38:22,260 --> 00:38:15,730  
things like that and need somebody to

912  
00:38:25,020 --> 00:38:22,270  
talk to so the other the question was

913  
00:38:26,520 --> 00:38:25,030

sort of about family right and and I

914

00:38:28,859 --> 00:38:26,530

guess I do have some experience with

915

00:38:31,770 --> 00:38:28,869

that so I but also in the context of a

916

00:38:35,160 --> 00:38:31,780

dual career situation so I was

917

00:38:37,890 --> 00:38:35,170

previously at Cornell where I said I was

918

00:38:40,380 --> 00:38:37,900

a trailing spouse so to speak and that

919

00:38:43,890 --> 00:38:40,390

also meant a trailing dad because I was

920

00:38:46,260 --> 00:38:43,900

we have a son as well and in that

921

00:38:48,390 --> 00:38:46,270

situation I because of that that meant

922

00:38:51,930 --> 00:38:48,400

that I sort of took on the sort of

923

00:38:56,340 --> 00:38:51,940

majority of the sort of extracurricular

924

00:38:58,500 --> 00:38:56,350

duties of being a parent so you know I

925

00:39:00,540 --> 00:38:58,510

was working strange hours and things

926  
00:39:03,180 --> 00:39:00,550  
like this so I do have some experience

927  
00:39:05,880 --> 00:39:03,190  
of this my feeling is that you know

928  
00:39:09,300 --> 00:39:05,890  
there's no easy solution if you want to

929  
00:39:11,460 --> 00:39:09,310  
have a really well-functioning family

930  
00:39:15,180 --> 00:39:11,470  
somewhere there's going to be a hit

931  
00:39:16,980 --> 00:39:15,190  
taken on someone's career I mean you

932  
00:39:20,420 --> 00:39:16,990  
know for a long time it was mine and now

933  
00:39:23,070 --> 00:39:20,430  
it's sort of my wife to some extent

934  
00:39:28,680 --> 00:39:23,080  
yeah I don't know if there is an easy

935  
00:39:30,720 --> 00:39:28,690  
solution to that I would say maybe just

936  
00:39:34,050 --> 00:39:30,730  
to give you some context that my my

937  
00:39:37,950 --> 00:39:34,060  
experience has been that

938  
00:39:41,910 --> 00:39:37,960

um insofar as dual career and family

939

00:39:45,830 --> 00:39:41,920

issues go it's not necessarily a hiring

940

00:39:48,720 --> 00:39:45,840

a shoe but it can be a retention issue

941

00:39:51,300 --> 00:39:48,730

you know you for example you know you

942

00:39:53,730 --> 00:39:51,310

may depending on the country where

943

00:39:58,530 --> 00:39:53,740

you're working you may have maternity

944

00:40:00,210 --> 00:39:58,540

leave and or paternity leave but you

945

00:40:02,130 --> 00:40:00,220

know two three years down the line

946

00:40:07,470 --> 00:40:02,140

that's not going to be there for you

947

00:40:09,750 --> 00:40:07,480

necessarily and you know so you may at

948

00:40:12,150 --> 00:40:09,760

that point make a you know a life

949

00:40:15,690 --> 00:40:12,160

decision that is not necessarily in

950

00:40:17,610 --> 00:40:15,700

favor of staying in academia again I

951  
00:40:19,980 --> 00:40:17,620  
don't know if there is an easy solution

952  
00:40:22,770 --> 00:40:19,990  
for it but just to sort of be clear-eyed

953  
00:40:24,750 --> 00:40:22,780  
about it what may come down the line

954  
00:40:34,200 --> 00:40:24,760  
what sort of decisions you may come up

955  
00:40:40,920 --> 00:40:38,310  
a lot of you are involved in hiring it

956  
00:40:43,370 --> 00:40:40,930  
appears is there anything that stands

957  
00:40:45,660 --> 00:40:43,380  
out on the CV or the resume other than

958  
00:40:47,730 --> 00:40:45,670  
papers and technical skills or is that

959  
00:40:50,880 --> 00:40:47,740  
basically all it boils down to is there

960  
00:40:53,010 --> 00:40:50,890  
things that we should be striving for to

961  
00:40:57,540 --> 00:40:53,020  
make a stand out from the pack when

962  
00:40:59,030 --> 00:40:57,550  
you're looking at hiring well job just

963  
00:41:02,970 --> 00:40:59,040

say something could get it

964

00:41:05,010 --> 00:41:02,980

so my limited experience of hiring or

965

00:41:06,720 --> 00:41:05,020

you know just talking to people about

966

00:41:08,640 --> 00:41:06,730

the process generally I think that

967

00:41:11,420 --> 00:41:08,650

there's a lot of intangibles in the

968

00:41:15,150 --> 00:41:11,430

whole process and there's a lot of luck

969

00:41:17,160 --> 00:41:15,160

and there are some things maybe you just

970

00:41:19,550 --> 00:41:17,170

can't teach I don't know but I would say

971

00:41:23,070 --> 00:41:19,560

what aside from those obvious points

972

00:41:25,800 --> 00:41:23,080

just having good ideas and following

973

00:41:26,849 --> 00:41:25,810

them through is a really strong is it

974

00:41:31,020 --> 00:41:26,859

you know it's just a good way of

975

00:41:32,760 --> 00:41:31,030

building a strong career and you know

976

00:41:37,380 --> 00:41:32,770

following through is actually just as

977

00:41:42,620 --> 00:41:37,390

important as having a good idea yeah I

978

00:41:47,490 --> 00:41:45,720

think the the main thing that you can do

979

00:41:49,589 --> 00:41:47,500

to really stand out is be is be prepared

980

00:41:52,520 --> 00:41:49,599

to do the job which is kind of a joke

981

00:41:55,560 --> 00:41:52,530

now after how the election went but um

982

00:41:57,359 --> 00:41:55,570

you know we so even though I've only

983

00:42:00,960 --> 00:41:57,369

been at Hopkins for three years we have

984

00:42:03,720 --> 00:42:00,970

run five searches or something we've

985

00:42:06,359 --> 00:42:03,730

hired eight faculty members since I got

986

00:42:08,900 --> 00:42:06,369

there um which is ridiculous and

987

00:42:11,700 --> 00:42:08,910

probably explains why I'm so tired um

988

00:42:13,260 --> 00:42:11,710

but you know in that in graduate

989

00:42:16,589 --> 00:42:13,270

application Xand looking at hiring

990

00:42:17,820 --> 00:42:16,599

postdocs I mean if you're if the work

991

00:42:19,950 --> 00:42:17,830

that you've done up to that point shows

992

00:42:21,120 --> 00:42:19,960

that you're you know you've been writing

993

00:42:22,290 --> 00:42:21,130

the papers and doing the research and

994

00:42:23,790 --> 00:42:22,300

whatever else that's great you know

995

00:42:25,320 --> 00:42:23,800

you've prepared yourself in that way but

996

00:42:26,849 --> 00:42:25,330

how else are you practicing

997

00:42:28,980 --> 00:42:26,859

communication because I need somebody

998

00:42:31,079 --> 00:42:28,990

who can write papers who can give tick

999

00:42:32,640 --> 00:42:31,089

ass talks who can you know write

1000

00:42:34,890 --> 00:42:32,650

proposals do all those things and so

1001  
00:42:37,950 --> 00:42:34,900  
demonstrating that you you know are

1002  
00:42:40,370 --> 00:42:37,960  
strong communicating is awesome and when

1003  
00:42:42,960 --> 00:42:40,380  
you show up for an interview like this

1004  
00:42:45,300 --> 00:42:42,970  
this is going to sound totally stupid

1005  
00:42:47,640 --> 00:42:45,310  
but like be prepared for the interview

1006  
00:42:48,059 --> 00:42:47,650  
you would be amazed how many people show

1007  
00:42:49,709 --> 00:42:48,069  
up for

1008  
00:42:53,249 --> 00:42:49,719  
faculty interviews and haven't actually

1009  
00:42:55,829 --> 00:42:53,259  
like figured anything out about the

1010  
00:42:57,329 --> 00:42:55,839  
university or the department or what

1011  
00:42:59,430 --> 00:42:57,339  
classes are being taught or anything

1012  
00:43:02,309 --> 00:42:59,440  
else and the people that we've hired

1013  
00:43:04,829 --> 00:43:02,319

stand out in my mind most from the

1014

00:43:07,170 --> 00:43:04,839

entire process of just showing up for

1015

00:43:09,920 --> 00:43:07,180

their interview with a talk that was

1016

00:43:12,660 --> 00:43:09,930

polished with questions to ask and just

1017

00:43:14,430 --> 00:43:12,670

ready to show that they you know were

1018

00:43:16,199 --> 00:43:14,440

invested in getting the job and that

1019

00:43:18,509 --> 00:43:16,209

they were prepared to do it which sounds

1020

00:43:23,849 --> 00:43:18,519

really stupid but um

1021

00:43:26,579 --> 00:43:23,859

I think is true yeah I think a lot of

1022

00:43:29,069 --> 00:43:26,589

those things apply and non-academic

1023

00:43:31,140 --> 00:43:29,079

interviews as well right like if you

1024

00:43:33,900 --> 00:43:31,150

want a job even if you don't want the

1025

00:43:35,609 --> 00:43:33,910

job like feign interest in the company

1026

00:43:39,029 --> 00:43:35,619

you know have some questions that you

1027

00:43:41,219 --> 00:43:39,039

maybe want to ask you know I would also

1028

00:43:43,859 --> 00:43:41,229

say that if you are applying for

1029

00:43:46,259 --> 00:43:43,869

non-academic jobs you should have a

1030

00:43:48,749 --> 00:43:46,269

resume that is different from your CV

1031

00:43:51,269 --> 00:43:48,759

like a CV and a resume are not the same

1032

00:43:53,309 --> 00:43:51,279

thing and if you were to apply say for a

1033

00:43:55,229 --> 00:43:53,319

data scientist position and you were to

1034

00:43:57,959 --> 00:43:55,239

send me a five page CV I wouldn't read

1035

00:43:59,579 --> 00:43:57,969

it um you know I it's not fair to say

1036

00:44:02,189 --> 00:43:59,589

like I don't care that you presented a

1037

00:44:03,390 --> 00:44:02,199

poster here like you know but those are

1038

00:44:04,859 --> 00:44:03,400

the kinds of things that don't go on a

1039

00:44:08,699 --> 00:44:04,869

resume like don't put them there like

1040

00:44:10,529 --> 00:44:08,709

publications are fine um you know work

1041

00:44:13,140 --> 00:44:10,539

experience like one of the things I look

1042

00:44:15,299 --> 00:44:13,150

for um you know Rob had talked about

1043

00:44:17,789 --> 00:44:15,309

good ideas and following through I think

1044

00:44:19,769 --> 00:44:17,799

also you know any sort of initiative

1045

00:44:21,509 --> 00:44:19,779

you've taken even if it's just a job

1046

00:44:23,009 --> 00:44:21,519

that you feel like oh this was just

1047

00:44:25,349 --> 00:44:23,019

something smaller it wasn't important

1048

00:44:27,180 --> 00:44:25,359

like if you took some initiative or you

1049

00:44:29,699 --> 00:44:27,190

implemented something or you created a

1050

00:44:32,160 --> 00:44:29,709

new process you know put that on there

1051  
00:44:34,349 --> 00:44:32,170  
be brief I have gone to undergraduate

1052  
00:44:36,689 --> 00:44:34,359  
career fairs and had people hand me a

1053  
00:44:38,309 --> 00:44:36,699  
four page resume like if you were just

1054  
00:44:40,140 --> 00:44:38,319  
out of undergrad your resume should be

1055  
00:44:41,699 --> 00:44:40,150  
one page not four I realized I have

1056  
00:44:43,620 --> 00:44:41,709  
strong opinions about this and I should

1057  
00:44:45,719 --> 00:44:43,630  
also give you the caveat that even my

1058  
00:44:47,599 --> 00:44:45,729  
boss says when I interview people I'm

1059  
00:44:49,890 --> 00:44:47,609  
way too hard on them so I probably

1060  
00:44:51,900 --> 00:44:49,900  
should not be answering this question

1061  
00:44:54,589 --> 00:44:51,910  
because if I were to interview myself I

1062  
00:44:56,699 --> 00:44:54,599  
probably would not offer myself a job so

1063  
00:44:58,829 --> 00:44:56,709

take everything I'm saying with that

1064

00:45:00,950 --> 00:44:58,839

grain of salt but also you know be brief

1065

00:45:02,750 --> 00:45:00,960

be concise be prepared

1066

00:45:05,630 --> 00:45:02,760

right also if you are applying for a job

1067

00:45:07,460 --> 00:45:05,640

not in academia wear a suit even if

1068

00:45:09,530 --> 00:45:07,470

you're the most dressed person there it

1069

00:45:11,390 --> 00:45:09,540

looks like you care and it looks like

1070

00:45:12,920 --> 00:45:11,400

you know you are showed up you know and

1071

00:45:14,720 --> 00:45:12,930

you you are showed up that's not good

1072

00:45:18,070 --> 00:45:14,730

grammar but you see what I'm saying

1073

00:45:20,480 --> 00:45:18,080

and so you know I think there's that too

1074

00:45:22,400 --> 00:45:20,490

so I don't have much to say since I'm

1075

00:45:24,800 --> 00:45:22,410

not involved in hiring anyone but just

1076  
00:45:26,870 --> 00:45:24,810  
from the applicant perspective um I

1077  
00:45:29,450 --> 00:45:26,880  
found it it helps enormous ly if you

1078  
00:45:31,160 --> 00:45:29,460  
tale tailor everything it's better to

1079  
00:45:34,970 --> 00:45:31,170  
apply for fewer things that you're

1080  
00:45:36,650 --> 00:45:34,980  
interested in and tailor heavily than to

1081  
00:45:38,599 --> 00:45:36,660  
apply for 70 things you're kind of

1082  
00:45:40,880 --> 00:45:38,609  
interested in or only half qualified

1083  
00:45:42,680 --> 00:45:40,890  
it's not winning the lottery you're

1084  
00:45:45,500 --> 00:45:42,690  
selling and you're selling yourself and

1085  
00:45:49,670 --> 00:45:45,510  
so you need to put that sort of effort

1086  
00:45:51,410 --> 00:45:49,680  
into things so second that because

1087  
00:45:52,820 --> 00:45:51,420  
Amanda had a great application and a

1088  
00:45:55,550 --> 00:45:52,830

fantastic interview because of

1089

00:45:56,630 --> 00:45:55,560

specifically that she was extremely

1090

00:45:58,370 --> 00:45:56,640

prepared

1091

00:46:01,460 --> 00:45:58,380

she was concise and clear with her

1092

00:46:03,290 --> 00:46:01,470

answers with everything that she did the

1093

00:46:06,170 --> 00:46:03,300

you could tell that people are searching

1094

00:46:09,740 --> 00:46:06,180

or reaching for an answer when they're

1095

00:46:11,150 --> 00:46:09,750

not prepared so concise clear answers be

1096

00:46:14,839 --> 00:46:11,160

confident what you're saying don't

1097

00:46:17,270 --> 00:46:14,849

ramble on and really like I said show

1098

00:46:20,020 --> 00:46:17,280

interest in the people that are that are

1099

00:46:22,099 --> 00:46:20,030

actually interviewing with you this is a

1100

00:46:25,099 --> 00:46:22,109

unconscious thing that people have done

1101  
00:46:26,859 --> 00:46:25,109  
in interviews that I found is what they

1102  
00:46:29,540 --> 00:46:26,869  
don't look at the entire committee

1103  
00:46:32,060 --> 00:46:29,550  
they'll focus on one person and I'm

1104  
00:46:34,220 --> 00:46:32,070  
going to look at you the entire time the

1105  
00:46:35,329 --> 00:46:34,230  
entire hour even though this person over

1106  
00:46:37,490 --> 00:46:35,339  
here just asked me a question

1107  
00:46:39,859 --> 00:46:37,500  
I'm looking at you don't know why but

1108  
00:46:41,210 --> 00:46:39,869  
that seems it's very disengaging and one

1109  
00:46:43,339 --> 00:46:41,220  
of the things that we are looking for a

1110  
00:46:45,589 --> 00:46:43,349  
lot in the last round of hires that we

1111  
00:46:46,400 --> 00:46:45,599  
did or people that could work in a team

1112  
00:46:50,240 --> 00:46:46,410  
environment how are you going to

1113  
00:46:51,370 --> 00:46:50,250

contribute to the team and if you can

1114

00:46:54,589 --> 00:46:51,380

demonstrate that by acknowledging

1115

00:46:55,940 --> 00:46:54,599

everyone in the team that is they're

1116

00:46:57,260 --> 00:46:55,950

interviewing you that's your team that

1117

00:46:58,609 --> 00:46:57,270

you're working with right now that's

1118

00:47:01,280 --> 00:46:58,619

that's the team that's going you're

1119

00:47:02,870 --> 00:47:01,290

going to be working with and say Aspen

1120

00:47:04,700 --> 00:47:02,880

that's a very good question call out the

1121

00:47:06,579 --> 00:47:04,710

people by name you are introduced to

1122

00:47:09,440 --> 00:47:06,589

each one of these people as your as your

1123

00:47:10,820 --> 00:47:09,450

as you're being interviewed okay so at

1124

00:47:11,390 --> 00:47:10,830

and if you don't remember I'm sorry what

1125

00:47:13,400 --> 00:47:11,400

was your name again

1126

00:47:14,540 --> 00:47:13,410

Oh Aspen okay great yeah so that was a

1127

00:47:16,280 --> 00:47:14,550

great question and

1128

00:47:17,960 --> 00:47:16,290

here's what here's what I think that

1129

00:47:19,270 --> 00:47:17,970

kind of engagement and personal

1130

00:47:21,260 --> 00:47:19,280

interaction with the people is

1131

00:47:22,640 --> 00:47:21,270

tremendous because that shows the work

1132

00:47:24,230 --> 00:47:22,650

as part a team and you're interested in

1133

00:47:28,520 --> 00:47:24,240

just two people not just technical

1134

00:47:32,330 --> 00:47:28,530

aspect and the and the the nuts and

1135

00:47:34,040 --> 00:47:32,340

bolts of the question itself quickly I

1136

00:47:36,080 --> 00:47:34,050

want to add two more things if you don't

1137

00:47:39,200 --> 00:47:36,090

know it's perfectly fine to say I don't

1138

00:47:40,970 --> 00:47:39,210

know but what I think based on XYZ is

1139

00:47:42,950 --> 00:47:40,980

this like if you don't know don't fake

1140

00:47:45,200 --> 00:47:42,960

it just say you don't know but it by the

1141

00:47:46,970 --> 00:47:45,210

same token if you list on your resume

1142

00:47:48,740 --> 00:47:46,980

that you have experience with something

1143

00:47:50,330 --> 00:47:48,750

be prepared to talk about it like

1144

00:47:51,800 --> 00:47:50,340

sometimes people have come and they've

1145

00:47:53,480 --> 00:47:51,810

listed something on the resume and I

1146

00:47:55,790 --> 00:47:53,490

asked them about it and they're like I

1147

00:47:58,490 --> 00:47:55,800

don't remember or I don't like they have

1148

00:48:01,460 --> 00:47:58,500

no answer for it so that's another thing

1149

00:48:03,290 --> 00:48:01,470

to that's really important because you

1150

00:48:05,120 --> 00:48:03,300

will get we do look at the resumes we

1151  
00:48:07,400 --> 00:48:05,130  
read all the resumes and if you say that

1152  
00:48:09,200 --> 00:48:07,410  
you did the band five commissioning down

1153  
00:48:13,490 --> 00:48:09,210  
in Alma for three years really what did

1154  
00:48:15,440 --> 00:48:13,500  
you do uh we're going to drill down

1155  
00:48:17,390 --> 00:48:15,450  
especially when I want to know exactly

1156  
00:48:18,980 --> 00:48:17,400  
I'm looking for a very technically savvy

1157  
00:48:20,600 --> 00:48:18,990  
person that's going to help Commission

1158  
00:48:21,920 --> 00:48:20,610  
an array I want to know what you did

1159  
00:48:23,630 --> 00:48:21,930  
because that's the kind of person I'm

1160  
00:48:25,930 --> 00:48:23,640  
looking for if you said well I went down

1161  
00:48:28,700 --> 00:48:25,940  
because my advisor told me to go down

1162  
00:48:30,890 --> 00:48:28,710  
that's you know commissioning band five

1163  
00:48:32,150 --> 00:48:30,900

is not that's not the same thing

1164

00:48:33,290 --> 00:48:32,160

so we're going to ask you those

1165

00:48:36,610 --> 00:48:33,300

technical questions because we are

1166

00:48:41,480 --> 00:48:36,620

looking for those kind of people and she

1167

00:48:43,370 --> 00:48:41,490

hit every one of them well a lot of it

1168

00:48:45,950 --> 00:48:43,380

is sort of bringing it's what you'd like

1169

00:48:48,950 --> 00:48:45,960

to do and what you want to do um I I've

1170

00:48:50,000 --> 00:48:48,960

been in interviews where one I was like

1171

00:48:56,720 --> 00:48:50,010

please don't hire me

1172

00:48:58,520 --> 00:48:56,730

me and and two um it's a long story so I

1173

00:48:59,870 --> 00:48:58,530

went through a phase in my life in my

1174

00:49:01,430 --> 00:48:59,880

face and week two thing was that oh

1175

00:49:04,310 --> 00:49:01,440

maybe I'll try teaching colleges because

1176  
00:49:06,170 --> 00:49:04,320  
teaching colleges are easier right that

1177  
00:49:08,060 --> 00:49:06,180  
this was the logic I'm not saying it

1178  
00:49:10,400 --> 00:49:08,070  
made sense it was it was the logic and

1179  
00:49:11,690 --> 00:49:10,410  
so I apply got some teaching experience

1180  
00:49:13,490 --> 00:49:11,700  
I started applying for teaching

1181  
00:49:16,160 --> 00:49:13,500  
positions and I had enough that I would

1182  
00:49:17,750 --> 00:49:16,170  
get in person interviews which was great

1183  
00:49:19,880 --> 00:49:17,760  
experience in person interviewed but I

1184  
00:49:22,400 --> 00:49:19,890  
was there going oh I hate this please

1185  
00:49:24,529 --> 00:49:22,410  
don't offer it to me I don't want to do

1186  
00:49:26,390 --> 00:49:24,539  
this and and

1187  
00:49:28,189 --> 00:49:26,400  
you know and I also you know flub the

1188  
00:49:30,349 --> 00:49:28,199

teaching demo which is sort of a no-no

1189

00:49:32,120 --> 00:49:30,359

in that situation so you're not going to

1190

00:49:33,109 --> 00:49:32,130

be great at everything but there are

1191

00:49:34,789 --> 00:49:33,119

some things that you're going to be

1192

00:49:37,189 --> 00:49:34,799

really great at and you should hone in

1193

00:49:39,140 --> 00:49:37,199

on that and and don't get focused on I

1194

00:49:41,509 --> 00:49:39,150

want to be a professor or I want to be a

1195

00:49:46,880 --> 00:49:41,519

data scientist be focused on what you

1196

00:49:48,140 --> 00:49:46,890

are and what you like one more

1197

00:49:50,269 --> 00:49:48,150

interviewing tip which is also gonna

1198

00:49:51,709 --> 00:49:50,279

sound really ridiculous but like if

1199

00:49:54,739 --> 00:49:51,719

you're there for a full-day interview

1200

00:49:56,839 --> 00:49:54,749

like a faculty interview and it's come

1201  
00:49:58,789 --> 00:49:56,849  
up in multiple searches how the

1202  
00:50:02,179 --> 00:49:58,799  
candidate treated our administrative

1203  
00:50:04,339 --> 00:50:02,189  
staff and when we went out to dinner how

1204  
00:50:07,999 --> 00:50:04,349  
the candidate treated the server's at

1205  
00:50:09,739 --> 00:50:08,009  
the restaurant um so I actually make it

1206  
00:50:11,359 --> 00:50:09,749  
a habit now I always go ask our admins

1207  
00:50:12,640 --> 00:50:11,369  
how they were treated by our by the

1208  
00:50:15,739 --> 00:50:12,650  
people that were interviewing for jobs

1209  
00:50:17,449 --> 00:50:15,749  
so if you're you know being super super

1210  
00:50:19,459 --> 00:50:17,459  
nice to the people who are interviewing

1211  
00:50:22,130 --> 00:50:19,469  
you and then you're treating the people

1212  
00:50:24,199 --> 00:50:22,140  
who are doing your travel reimbursement

1213  
00:50:26,900 --> 00:50:24,209

or the people who are bringing wine to

1214

00:50:31,179 --> 00:50:26,910

the table like pretty decent chance

1215

00:50:37,249 --> 00:50:34,009

I'll just say something that kind of we

1216

00:50:38,449 --> 00:50:37,259

um sort of just step back and just look

1217

00:50:40,640 --> 00:50:38,459

at the first stage of the actual

1218

00:50:44,409 --> 00:50:40,650

application but and this sort of follows

1219

00:50:46,789 --> 00:50:44,419

on from what has been said already but

1220

00:50:49,549 --> 00:50:46,799

when you're writing an application the

1221

00:50:50,989 --> 00:50:49,559

people reading application are going to

1222

00:50:53,149 --> 00:50:50,999

be reading maybe hundreds of these

1223

00:50:56,029 --> 00:50:53,159

things and they will not spend a lot of

1224

00:50:58,099 --> 00:50:56,039

time looking at each one so if you hide

1225

00:51:01,219 --> 00:50:58,109

information in there it will not get

1226  
00:51:03,499 --> 00:51:01,229  
found you want to present really clearly

1227  
00:51:06,380 --> 00:51:03,509  
really early on the most important

1228  
00:51:08,779 --> 00:51:06,390  
things that will make them want to delve

1229  
00:51:10,159 --> 00:51:08,789  
deeper and spend that extra bit of time

1230  
00:51:11,599 --> 00:51:10,169  
reading your application because it's

1231  
00:51:14,419 --> 00:51:11,609  
very easy to just throw away an

1232  
00:51:16,819 --> 00:51:14,429  
application the other thing is and it's

1233  
00:51:19,909 --> 00:51:16,829  
it's hard to know because of the nature

1234  
00:51:22,699 --> 00:51:19,919  
of reference letters because you never

1235  
00:51:25,459 --> 00:51:22,709  
usually see them but somehow or other

1236  
00:51:29,029 --> 00:51:25,469  
you need to figure out who your f your

1237  
00:51:31,489 --> 00:51:29,039  
best referees are going to be armed and

1238  
00:51:34,969 --> 00:51:31,499

so that sort of involves a certain

1239

00:51:37,429 --> 00:51:34,979

amount of sub diffusion and espionage

1240

00:51:38,650 --> 00:51:37,439

maybe not actually steaming open letters

1241

00:51:43,219 --> 00:51:38,660

but I mean

1242

00:51:47,059 --> 00:51:43,229

in the sense of working out one way or

1243

00:51:50,329 --> 00:51:47,069

another which no no I said no I said

1244

00:51:53,890 --> 00:51:50,339

don't do that what I'm saying is for

1245

00:51:58,130 --> 00:51:53,900

example if somebody has has employed you

1246

00:52:01,249 --> 00:51:58,140

and has received letters from other

1247

00:52:04,099 --> 00:52:01,259

letter writers there's no reason for you

1248

00:52:07,009 --> 00:52:04,109

not to ask was my letter from this

1249

00:52:09,559 --> 00:52:07,019

person any good because some people may

1250

00:52:11,959 --> 00:52:09,569

be really you know they may talk a great

1251

00:52:14,120 --> 00:52:11,969

game about you and they may be just your

1252

00:52:16,519 --> 00:52:14,130

best friend and then they write a

1253

00:52:18,620 --> 00:52:16,529

terrible letter or they write a letter

1254

00:52:21,289 --> 00:52:18,630

this one paragraph that just says

1255

00:52:22,969 --> 00:52:21,299

nothing so the you know or just says

1256

00:52:24,859 --> 00:52:22,979

something bland like this is the best

1257

00:52:27,199 --> 00:52:24,869

person I've ever worked with and that's

1258

00:52:29,390 --> 00:52:27,209

at the end of it you know so you want to

1259

00:52:30,890 --> 00:52:29,400

talk to your letter it's about what you

1260

00:52:33,109 --> 00:52:30,900

want them to say give them a lot of

1261

00:52:34,729 --> 00:52:33,119

guidance point that you want them to

1262

00:52:37,459 --> 00:52:34,739

make and you need to one way or another

1263

00:52:44,929 --> 00:52:37,469

figure out who are not the best people

1264

00:52:49,150 --> 00:52:44,939

to ask just just one more thing about

1265

00:52:55,099 --> 00:52:49,160

this is I think that you need to read

1266

00:52:57,829 --> 00:52:55,109

the advertisement carefully okay no this

1267

00:52:59,269 --> 00:52:57,839

is not a joke because you know you say

1268

00:53:00,769 --> 00:52:59,279

oh this University of Michigan is hiring

1269

00:53:01,789 --> 00:53:00,779

a faculty number okay but great boom

1270

00:53:03,529 --> 00:53:01,799

boom boom boom and start writing your

1271

00:53:06,140 --> 00:53:03,539

butt and you don't even read what we're

1272

00:53:08,839 --> 00:53:06,150

asking for that is doing you a huge

1273

00:53:12,199 --> 00:53:08,849

disservice and that's that's doing us a

1274

00:53:13,999 --> 00:53:12,209

big disservice too because you know one

1275

00:53:15,679 --> 00:53:14,009

of the things that we don't have a lot

1276

00:53:18,289 --> 00:53:15,689

of very technically savvy people and

1277

00:53:21,679 --> 00:53:18,299

that could really do our jobs that that

1278

00:53:23,390 --> 00:53:21,689

we need done and we also are not in the

1279

00:53:25,370 --> 00:53:23,400

what we've learned over the last several

1280

00:53:27,109 --> 00:53:25,380

years is we're not in the business of

1281

00:53:28,579 --> 00:53:27,119

building an all-star team all-star teams

1282

00:53:30,799 --> 00:53:28,589

don't win all the time and they don't

1283

00:53:32,150 --> 00:53:30,809

work together all the time I'm not

1284

00:53:33,499 --> 00:53:32,160

looking for the best players all the

1285

00:53:34,699 --> 00:53:33,509

time I'm looking for the right ones I'm

1286

00:53:36,229 --> 00:53:34,709

looking for the right people that are

1287

00:53:38,359 --> 00:53:36,239

going to fill these positions that I

1288

00:53:40,999 --> 00:53:38,369

need done in order so that we can

1289

00:53:42,589 --> 00:53:41,009

continue on our mission as NRAO as North

1290

00:53:45,049 --> 00:53:42,599

American on the Science Center that's

1291

00:53:47,410 --> 00:53:45,059

what I need and so yeah you may be you

1292

00:53:49,969 --> 00:53:47,420

know the best you know whatever

1293

00:53:51,680 --> 00:53:49,979

astrobiologist is something that you are

1294

00:53:53,809 --> 00:53:51,690

I don't need you right now but I

1295

00:53:56,000 --> 00:53:53,819

need this filled and so if you are the

1296

00:53:58,730 --> 00:53:56,010

right fit for our team and what we're

1297

00:54:00,530 --> 00:53:58,740

trying to do and you outline that based

1298

00:54:02,390 --> 00:54:00,540

on reading our reading our job

1299

00:54:03,950 --> 00:54:02,400

advertisement what we need what skills

1300

00:54:05,750 --> 00:54:03,960

you have that put you in there that's

1301

00:54:06,980 --> 00:54:05,760

what I need I don't I don't care about

1302

00:54:08,540 --> 00:54:06,990

all the rest of the great things that

1303

00:54:10,760 --> 00:54:08,550

you did and how awesome you are and

1304

00:54:12,050 --> 00:54:10,770

there's all of these other things we're

1305

00:54:13,700 --> 00:54:12,060

looking for the right players not the

1306

00:54:15,470 --> 00:54:13,710

best ones at this point and that's and

1307

00:54:17,930 --> 00:54:15,480

that's really how our teams have been

1308

00:54:20,240 --> 00:54:17,940

able to progress and do the things that

1309

00:54:28,870 --> 00:54:20,250

we have to do and I don't know you find

1310

00:54:30,980 --> 00:54:28,880

the same thing that's right one quickly

1311

00:54:32,530 --> 00:54:30,990

I'll quickly say one thing and then

1312

00:54:36,349 --> 00:54:32,540

probably there's some more questions and

1313

00:54:37,819 --> 00:54:36,359

we also not every person is going to

1314

00:54:40,190 --> 00:54:37,829

have every single skill you need

1315

00:54:42,500 --> 00:54:40,200

especially in data science right like we

1316

00:54:43,880 --> 00:54:42,510

joke like you know there's a joke that

1317

00:54:45,170 --> 00:54:43,890

like oh data scientists are unicorns

1318

00:54:47,089 --> 00:54:45,180

right because you have to be able to do

1319

00:54:48,620 --> 00:54:47,099

it you know mathematics and statistical

1320

00:54:51,079 --> 00:54:48,630

analysis and write all this really

1321

00:54:52,640 --> 00:54:51,089

sophisticated code and you know you have

1322

00:54:55,670 --> 00:54:52,650

consulting experience and you have to

1323

00:54:57,710 --> 00:54:55,680

have these 97 million things and there

1324

00:55:00,200 --> 00:54:57,720

is not one person on our team that can

1325

00:55:02,930 --> 00:55:00,210

do everything you hire a team with

1326  
00:55:05,900 --> 00:55:02,940  
skills that complement each other and so

1327  
00:55:07,460 --> 00:55:05,910  
you have we say like we like to say we

1328  
00:55:09,770 --> 00:55:07,470  
build a team that's the Unicorn that's

1329  
00:55:12,410 --> 00:55:09,780  
maybe a little cheesy but like I have an

1330  
00:55:14,540 --> 00:55:12,420  
incredibly strong team but you take you

1331  
00:55:15,859 --> 00:55:14,550  
know you you mix and match they don't

1332  
00:55:17,120 --> 00:55:15,869  
all have the same strengths and

1333  
00:55:22,849 --> 00:55:17,130  
weaknesses and I think that's also

1334  
00:55:25,710 --> 00:55:22,859  
really important cool we all hope to be

1335  
00:55:25,720 --> 00:55:32,400  
[Music]

1336  
00:55:36,509 --> 00:55:34,829  
really check or not be able to check

1337  
00:55:40,559 --> 00:55:36,519  
before you feel too embarrassed to apply

1338  
00:55:42,269 --> 00:55:40,569

I think you should apply I think if you

1339

00:55:43,859 --> 00:55:42,279

want the job and you have even some

1340

00:55:45,690 --> 00:55:43,869

fraction of the skills you should apply

1341

00:55:47,309 --> 00:55:45,700

because sometimes it's a wish list of

1342

00:55:48,960 --> 00:55:47,319

like if we could get everything we would

1343

00:55:50,730 --> 00:55:48,970

want this but you know you're probably

1344

00:55:53,789 --> 00:55:50,740

not going to get everything sometimes

1345

00:55:55,769 --> 00:55:53,799

job applications are written by someone

1346

00:55:57,720 --> 00:55:55,779

who has nothing to do with the

1347

00:55:59,849 --> 00:55:57,730

department are you know they're written

1348

00:56:01,710 --> 00:55:59,859

by some HR department somewhere else you

1349

00:56:03,359 --> 00:56:01,720

just have to like check a list of boxes

1350

00:56:04,890 --> 00:56:03,369

who actually have no idea what the job

1351

00:56:07,529 --> 00:56:04,900

function is going to entail so I think

1352

00:56:09,930 --> 00:56:07,539

as long as you put together like a good

1353

00:56:11,940 --> 00:56:09,940

cover letter a good resume you know you

1354

00:56:13,920 --> 00:56:11,950

can even say in your letter like you

1355

00:56:17,069 --> 00:56:13,930

know I don't have you know experience

1356

00:56:18,690 --> 00:56:17,079

using you know you know I don't know I'm

1357

00:56:21,539 --> 00:56:18,700

trying to think of something like Python

1358

00:56:23,130 --> 00:56:21,549

but you know I have written and you know

1359

00:56:25,170 --> 00:56:23,140

these three other object-oriented

1360

00:56:27,180 --> 00:56:25,180

programming languages or I haven't you

1361

00:56:28,680 --> 00:56:27,190

know necessarily done Scala but I have a

1362

00:56:30,329 --> 00:56:28,690

lot of experience in Java and I know

1363

00:56:32,190 --> 00:56:30,339

they're similar or I'm working on a

1364

00:56:34,230 --> 00:56:32,200

Coursera course or whatever right like

1365

00:56:35,549 --> 00:56:34,240

you can be like I know I don't have this

1366

00:56:43,440 --> 00:56:35,559

but I have this and I'm great and you

1367

00:56:45,059 --> 00:56:43,450

should hire me anyway well that has

1368

00:56:51,990 --> 00:56:45,069

taken us up into the end of the session