



**DAN GARCIA**  
UC Berkeley

2014-03-29



Chicago, IL

# Alternative Careers

Academic Career Workshop for  
Underrepresented Participants

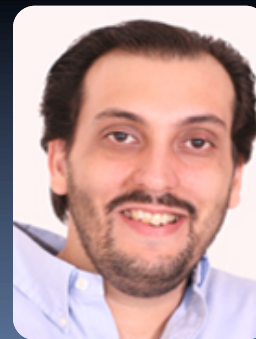
**JEANINE  
COOK**  
Sandia



**KEITH  
MARZULLO**  
UCSD + NSF



**JOSE  
MORALES**  
CMU



**LTC MARK  
MOSS**  
US Army



# Alternative Careers Starter Questions



- What you do during a typical week?
- How you "fell into" your career?
  - Something you planned since you were a kid?
  - Found along the way because earlier plans shifted?
- What are the best and worst parts of your job?
- What you'd do over if you had to do it all again?
- What kind of personality is best suited for your job.
- Advice for someone who wants to grow up to be like you
- What are typical compensation packages?
  - (if you're willing to share)



# Research/Teaching Spectrum\* \*not to scale



*"While I'm teaching, I'm often nervous, frustrated, or worried but almost always enthusiastic and excited as well. When things go well, I'm exhilarated. When I'm doing research I'm often nervous, frustrated, or worried, occasionally obsessive, and rarely particularly enthusiastic or excited. When things go well, I'm relieved."*

– Steve Wolfman, UBC



Generally speaking, it is common to move to the right over the course of a career, much less common to move left.

research

teaching

Research  
university  
faculty

Teaching  
college /  
university  
faculty

Liberal  
arts  
college  
faculty

Teaching  
track  
faculty

Instructor /  
lecturer



# Teaching-Track Positions



- **Instructor/lecturer positions are always options**
  - Depending on the school, may be viewed as 2<sup>nd</sup> class
  - May not carry full benefits or security of employment
  - Lots of schools have 1-year positions to fill teaching need
  
- **Many top-tier schools have introduced teaching-track faculty positions**
  - Provide higher status and greater job security
  - Allow gifted teachers to focus on classes without research expectations, national visibility important tho
  - Usually cover intro courses (so research faculty don't have to) and possibly more of the undergrad curriculum



# Non-Senate Teaching Faculty @ UC



- Historic rancor with UC over benefits
- Granted renewable 3-year contracts
  - CS dept: “think as 1<sup>st</sup> step to permanence”
  - Other depts reputed to fire after 6 years to cut costs & hire the next green Ph.D.
- They recently reached agreement with UC after years of (bitter) negotiation
  - Won a MAJOR victory – better benefits
- Paid out of different funds, not “slots”

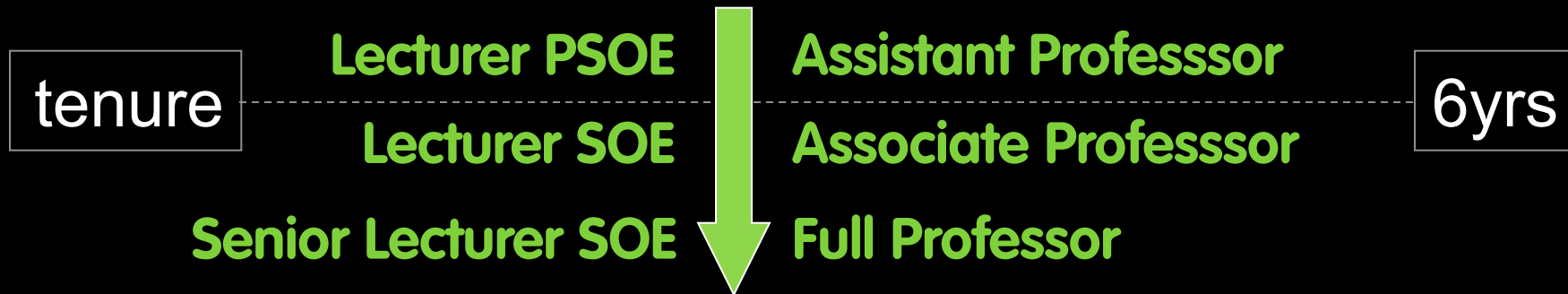


# Senate Teaching Faculty @ UC



## ■ Parallel track with research faculty:

■ (SOE = Security Of Employment, P=Pre)



## ■ Advancement based on 3 official (1 un) items

- Teaching
- Curriculum development
- Service, Impact
- (Remain active, visible in CS Ed community)





# UCB CS Lecturer Life ☺ (1)

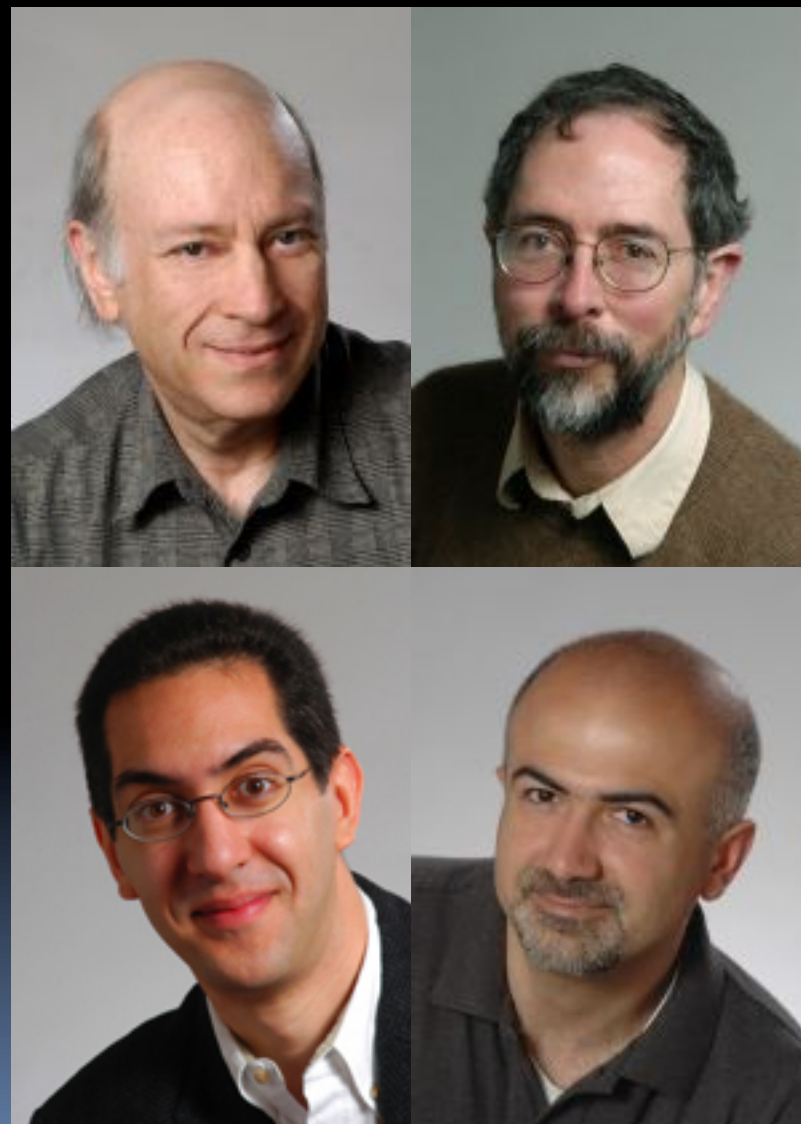


## ■ Have achieved first-class citizenship

- Great treatment from staff, students, Profs
- Same offices, faculty lunches & retreats
- 1/2 adm. support/lecturer
- This took the dept yrs of exper. w/Mike and Brian

## ■ Teaching is valued!

- We feel appreciated
- Dept and campus teaching awards

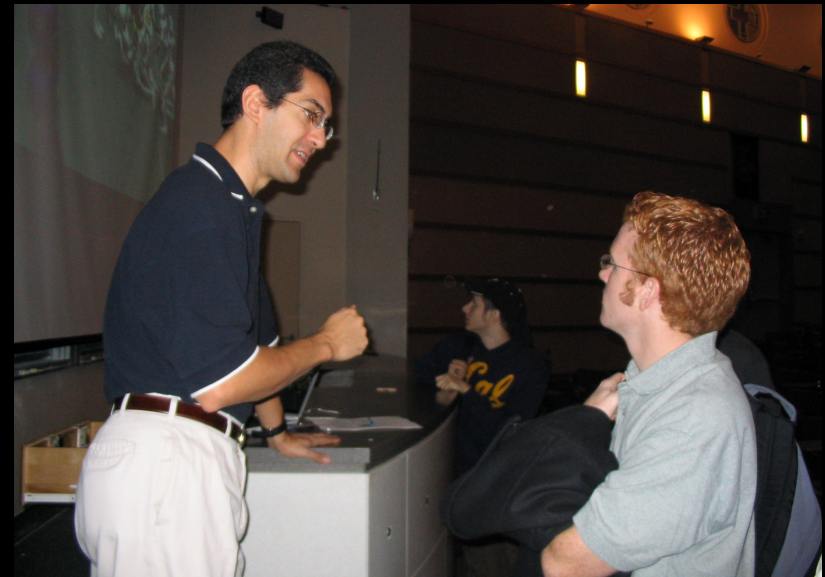


# UCB CS Lecturer Life ☺ (2)



## My Teaching...

- Avg load 1 big (400), 1 small (30) per semester
- Was given light load at start
- Was mentored (team-taught with expert) w/new courses
- Big lectures web-videotaped
- **I work 40-60 hrs/week**
- Sabbatical
  - 1-for-14 vs 1-for-8
  - VERY rare for teaching faculty





# UCB CS Lecturer Life ☺ (3)



## ■ Research & development student groups

- I started 3 UG groups in Fall of 2001 based on interests...
  - Macintosh Developing
  - Game Theory
  - Recreational Graphics
- 75 students/semester!
- Dept provides much moral, no \$ support
- In 2007 I added
  - CS Illustrated
  - Online development
  - Ensemble Computing Portal



# UCB CS Lecturer Life ☹️



- *“Aside from that, Mrs. Lincoln, how was the play?”*
  - We all know it's the research which draws \$, fame, rankings, top students & faculty...
- **Some aspects do seem unfair**
  - Often forgotten (left out of brochures, email, etc.)
  - Salary growth rate higher for research faculty
  - Summer NSTF salary 1/12<sup>th</sup> not 1/9<sup>th</sup> yearly
  - NSTF not given access to home loan assistance



# Advice (for all)



- ***"Your career can easily fill 120 hours a week. The trick is keeping it between 40-80, and knowing how and where to set boundaries. Nurture incredible staff, include them in all decisions. Who you know is just as important as what you know. Network early, often. Don't be afraid to try something crazy, new."***  
– Dan Garcia
- ***"Always seek to expand your knowledge, repertoire, and impact BUT also always be prepared to say "no" to opportunities/responsibilities to do these things if you're not going to simultaneously be able to keep student learning as your #1 career goal."***  
– Steve Wolfman



# Dave Reed's great advice



- The SIGCSE New Educators Roundtable has been collecting "Things I wish I had known..." from experienced faculty. Consider attending SIGCSE!
  - [dave-reed.com/NER/advice.html](http://dave-reed.com/NER/advice.html)
- ✓ **be passionate**  
do what you love and don't be afraid to show it
- ✓ **be social**  
network across campus & with CS colleagues (and beyond!!)
- ✓ **be politically aware**  
be very careful when walking into a new school/department
- ✓ **be realistic**  
you can only do so much, so prioritize and pick your battles

