The SABER Scholars Library is a collection of critical readings and sample materials to support the professional development of SABER Scholars. Mentors seek to provide scholars with articles, web links, reference books, sample teaching materials, and other professional resources to enhance your teaching and research skills and to advance career development.

Articles, books, websites you recommend? Share them by contacting John Gomez, PhD, at jpgomez@ollusa.edu.

APPLYING FOR ACADEMIC JOBS – CAREER ADVICE Links

TOPICS:
- Job Search Sources. Check Back Regularly
- Articles – Choosing the Right Job
- Articles – The Job Market
- Articles – The Job Search Experience
- Articles – Components of a Job Application
- Articles – Cover Letters and Statements
- Articles – Job Interviews

SITE: Review the Latest Jobs in Academia
- ChronicleVitae
- Jobs
- Advice
- Community

LINK: https://chroniclevitae.com/job_search/new
TITLE: On the Job Market? Don't Sell Yourself Short, Even Now
Author: Audrey Williams June
Published: November 27, 2011
Topic: Too often, experts say, aspiring professors' relief at getting an offer in a tough economy undermines their will to ask for more money or their courage to press for other perks that would help pave the way for a successful career.

TITLE: The Logistics of a Dual-Career Search
Author: Julie Miller Vick and Jennifer S. Furlong
Published: March 14, 2012
Topic: Question--I'm preparing to go on the academic job market next year, and I have a two-career problem. How should my partner and I get started?
LINK: https://www.chronicle.com/article/The-Logistics-of-a-Dual-Career/131140

TITLE: Why You Might Love Working at a Teaching College
Author: James M. Lang
Published: October 30, 2016
Topic: Our institution may not be your dream job, but it could well lead to a deeply satisfying career.

TITLE: Academic Careers You May Not Have Considered
Author: David A. McDonald
Published: May 21, 2018
Topic: If a tenure-track faculty position is not in your future, you should consider many different types of jobs.
LINK: https://www.insidehighered.com/advice/2018/05/21/suggestions-alt-ac-careers-May-be-overlooked-opinion?utm_source=Inside+Higher+Ed&utm_campaign=77b96c960d-C120180104_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-77b96c960d-197800013&mc_cid=77b96c960d&mc_eid=d6bdcee20ba

TITLE: Why I Left a Tenured Job for a Career in Policy
Author: Katherine E. Bliss
Published: September 12, 2018
Topic: There are actually a great number of academics working in policy. Five pieces of advice for graduate students, recent Ph.D.s, and even midcareer professors on how to present yourself and your work for a short-term or more permanent shift to the policy world.
LINK: https://www.chronicle.com/article/Why-I-Left-a-Tenured-Job-for-a/244486?cid=at&utm_source=at&utm_medium=en&elqTrackId=5e09a935a19d4380bfe6c4be2c2c04f3&elq=47636f423ecd4c4cb8989797c5472166&elqaid=20533&elqat=1&elqCampaignId=9662

Revised July 25, 2019
**Finding and Defining ‘Fit’ [in a Potential Job]**
Author: Rah K Lash
Published: October 4, 2018
Topic: RahK Lash identifies six ways to determine if a job is a good fit.

**Nonacademic Careers--Overcoming the Ph.D. Stereotype**
Author: Jennifer Polk and L. Maren Wood
Published: March 27, 2019
Topic: Jennifer Polk and L. Maren Wood suggest three ways to rebrand yourself for a nonacademic career.

**Dual Job Searches Beyond the Professoriate, Tips**
Author: Erica Gobrogge
Published: May 6, 2019
Topic: The considerations compound when two Ph.D.s are looking together for job positions beyond academia, writes Erica Gobrogge, who provides a few tips for success.
TITLE: **5 Big-Picture Mistakes New Ph.D.s Make on the Job Market**  
Author: Karen Kelsky, *The Professor Is In*  
Published: May 21, 2018  
Topic: What are some mistakes that new Ph.D.s — especially those in the saturated humanities fields — make when looking for an academic job?  
LINK: [https://www.chronicle.com/article/5-Big-Picture-Mistakes-New/243475](https://www.chronicle.com/article/5-Big-Picture-Mistakes-New/243475)

TITLE: **What It’s Like to Search for Jobs Outside Academe**  
Author: Erin Bartram  
Published: July 08, 2018  
Topic: Hunting for nonacademic jobs seems, at first glance, to be simpler than the yearly slog that is the tenure-track job market. I’ve discovered that the hiring process outside of academe, while different, is not necessarily simpler.  
LINK: [https://www.chronicle.com/article/What-It-s-Like-to-Search-for/243869?cid=at&utm_source=at&utm_medium=en&elqTrackId=546046dc46dc476fb8aefc3c61dd5a4a&elq=46b303b99af64eac97f65b49ea407c77&elqaid=19714&elqat=1&elqCampaignId=9106](https://www.chronicle.com/article/What-It-s-Like-to-Search-for/243869?cid=at&utm_source=at&utm_medium=en&elqTrackId=546046dc46dc476fb8aefc3c61dd5a4a&elq=46b303b99af64eac97f65b49ea407c77&elqaid=19714&elqat=1&elqCampaignId=9106)

TITLE: **Building an Endpoint to Your Faculty Job Search**  
Author: Derek Attig  
Published: July 16, 2018  
Topic: How long should you spend on the faculty job market? Derek Attig offers some concrete advice.  

TITLE: **Finding Success on the Job Market, Part 1**  
Author: Jennifer S. Furlong and Julie Miller Vick  
Published: September 16, 2015  
Topic: We asked job candidates who found faculty jobs within the past two years to tell us why they thought they had received an offer.  

TITLE: **What the Job Market Is -- and Isn’t**  
Author: Stephen J. Aguilar  
Published: October 25, 2018  
Topic: Understanding the difference can help take the stress out of looking for a position, writes Stephen J. Aguilar.  
TITLE: How Ph.D.s Romanticize the ‘Regular’ Job Market
Author: Erin Bartram
Published: January 08, 2019
Topic: On the "regular" job market, many assured me, I would be more valued than in academe. Despite the reassurances, I was skeptical of this rosy portrait of my job prospects.
LINK: https://www.chronicle.com/article/How-PhDs-Romanticize-the/245423?cid=cr&utm_source=cr&utm_medium=en&elqTrackId=50775e99ccf94f9ea7e8c38a6ee15b3c&elq=ec12b9e112d9453aa437643702007748&elqaid=21949&elqat=1&elqCampaignId=10726

TITLE: Leveraging Luck in the Job Search
Author: David A. McDonald
Published: March 18, 2019
Topic: Luck may play a part in various aspects of a job search, writes David A. McDonald, but you can have much more influence over the process than you may realize.
ARTICLES – The Job Search Experience

**TITLE: Managing Your Emotions on the Market**  
Author: Julie Miller Vick and Jennifer S. Furlong  
Published: October 28, 2010  
Topic: In the middle of one of the most challenging periods of your life, you have to go on the job market. It can feel like an ordeal; it’s the equivalent of putting on a suit or a cocktail dress for the last mile of a marathon.  
LINK: [https://www.chronicle.com/article/Managing-Your-Emotions-on-the/125087](https://www.chronicle.com/article/Managing-Your-Emotions-on-the/125087)

**TITLE: On the Job Market: It’s All About Balance**  
Author: Christina Berchini  
Published: January 18, 2017  
Topic: Tips for embarking on the job market for the first time.  

**Title: Job Search Myths Worth Shattering**  
Author: Joseph Barber  
Published: June 4, 2018  
Topic: Don’t believe everything you read about the job search, advises Joseph Barber.  

**TITLE: Preparing for Job Season**  
Author: Melissa Dennihy  
Published: September 19, 2018  
Topic: It requires a lot of forethought, as well as the use of skills that can be practiced and honed.  
LINK: [https://www.insidehighered.com/advice/2018/09/19/advice-making-most-job-season-opinion?utm_source=Inside+Higher+Ed&utm_campaign=c3e8a6f743-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-c3e8a6f743-197800013&mc_cid=c3e8a6f743&mc_eid=dbdcee20ba](https://www.insidehighered.com/advice/2018/09/19/advice-making-most-job-season-opinion?utm_source=Inside+Higher+Ed&utm_campaign=c3e8a6f743-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-c3e8a6f743-197800013&mc_cid=c3e8a6f743&mc_eid=dbdcee20ba)

**TITLE: Resiliency and Your Job Search**  
Author: Christine Kelly  
Published: September 24, 2018  
Topic: One of the many things we aren’t fully prepared for when it comes to job searching is how long it takes and how demoralizing it can be, especially the first search out of graduate school or your postdoc.  

**TITLE: That Time of Year Again: Networking and Interviewing**  
Author: Junior Prof
A junior professor provides advice for interviewing and networking at national conferences like those taking place this week.

TITLE: **3 “Informational Interview” Mistakes** (def. conversations with senior colleagues to identify career paths and to land job interviews)
Author: Thomas Magaldi
Published: July 2, 2018
Topic: Many students are unclear how to conduct such conversations and are potentially sabotaging future career prospects, writes Thomas Magaldi.

TITLE: **Offered a Job? Yes, You Should Negotiate**
Author: Stephen J. Aguilar
Published: March 13, 2019
Topic: Even if it's your dream job, you still need to guarantee that you will earn a salary that can support you, writes Stephen J. Aguilar.

TITLE: **What to Do If You're Ghosted (No Communication) After a Job Interview**
Author: Meghan Moravcik Walbert
Published: Friday July 19, 2019
Topic: You know you’re perfect for the job; you would swear that you totally clicked with the hiring manager. So why aren’t they calling? Why aren’t they answering their email? Where did they go?

LINK: https://www.insidehighered.com/advice/2019/01/03/junior-professor-provides-conference-interviewing-and-networking-advice-opinion?utm_source=Inside+Higher+Ed&utm_campaign=7a3c698749-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7a3c698749-197800013&mc_cid=7a3c698749&mc_eid=dbdcee20ba

LINK: https://www.insidehighered.com/advice/2018/07/02/tip-effective-informational-interviews-opinion


LINK: https://lifehacker.com/what-to-do-if-youre-ghosted-after-a-job-interview-1836491956
ARTICLES – Components of a Job Application

TITLE: **The 3 Letters of Recommendation You Must Have** *(The Professor Is In)*
Author: Karen Kelsky
Published: May 19, 2014
Topic: Should I still be including a letter of recommendation from my grad-school advisor in applications? I'm three years out of grad school.

TITLE: **Stay Inside the Lines (In the Application Process)**
Author: Natalie Lundsteen
Published: March 14, 2016
Topic: In any Ph.D. job search, if there is an application process, you should read the instructions before you do anything, writes Natalie Lundsteen. You should take your time, be thoughtful and follow directions.

TITLE: **Crafting a Successful Cover Letter**
Author: Melissa Dennihy
Published: December 8, 2016
Topic: To stand out, a cover letter must be outstanding: smart, engaging, concrete, detailed and polished to perfection. Melissa Dennihy gives pointers on how to do that.

TITLE: **The Job Market: Picking Apart Your Application**
Author: Manya Whitaker
Published: October 10, 2017
Topic: Allow me to shed some light on how search committees comb through the dozens of pages in each application.
LINK: [http://www.chronicle.com/article/The-Job-Market-PickingApart/241414?cid=at&utm_source=at&utm_medium=en&elqTrackId=ed677ea013834a89b6b43cc87d93573b&elq=e503e9f8cd284834a4dae8ced8c201a8&elqaid=16034&elqat=1&elqCampaignId=6919](http://www.chronicle.com/article/The-Job-Market-PickingApart/241414?cid=at&utm_source=at&utm_medium=en&elqTrackId=ed677ea013834a89b6b43cc87d93573b&elq=e503e9f8cd284834a4dae8ced8c201a8&elqaid=16034&elqat=1&elqCampaignId=6919)

TITLE: **Creating a Good Cover Letter**
Author: Pallavi Eswara
Published: December 4, 2017
Topic: Cover letters are the bridge from your résumé to the job for which you are applying. They allow you as an applicant to show why you think you are a good candidate for the job and demonstrate your fit for the advertised position.

TITLE: **It’s All About the [Position] Ad**
Author: Cassandra O'Sullivan Sachar  
Published: February 6, 2019  
Topic: Cassandra O’Sullivan Sachar describes why and how you should tailor your CV to get the job.  

TITLE: How to Write a CV for the Academic Job Market  
Author: Victoria Reyes  
Published: March 21, 2019  
Topic: Victoria Reyes suggests some dos and don'ts for making yours as strong and effective as possible.  
LINK: https://www.insidehighered.com/advice/2019/03/21/dos-and-donts-writing-cv-academic-jobs-opinion?utm_source=Inside+Higher+Ed&utm_campaign=7adcae6a0-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7adcae6a0-197800013&mc_cid=7adcae6a0&mc_eid=dbdcee20ba
ARTICLES – Cover Letters and Statements

TITLE: Writing Samples and Teaching Statements
Author: Julie Miller Vick and Jennifer S. Furlong
Published: December 20, 2010
Topic: Authors tackle questions about both documents.
LINK: http://chronicle.com/article/Writing-SamplesTeaching/125726

TITLE: How to Write a Teaching Statement That Sings
Author: Vitae - Chronicle of Higher Education
Published: 2015
• The Basics: How to Write a Teaching Statement. Boiling your views on pedagogy down to two pages might seem daunting. But don’t fear: You can make it work.
• The Next Step: 4 Ways to Make Your Statement. How to you write a statement that doesn’t sound like everybody else’s.
• What to Avoid: Don’t Get Weepy! The single most common error in the genre? Hyper-emotionalism. Here’s how to avoid it.
• What to Include: Teaching Statement as Self-Portrait. Drop the abstract description and make your statement a window into your classroom style.
• Beyond the Document:
  • My Philosophy of Teaching. It’s not just newcomers to the profession who need to hone their classroom approach.
  • Why It’s Time for Teaching Statements to Die. Reading them is almost as tiring as writing them. Let’s overhaul a foolish job-application requirement.
Download at LINK: https://chroniclevitae.com/news/1114-how-to-write-a-teaching-statement-that-sings

TITLE: Making a Statement
Author: Karen Kelsky, Founder and President at The Professor Is In
Published: November 23, 2016
Topic: I would like to know the difference between the teaching statement, the research statement, and the diversity statement.
LINK: https://chroniclevitae.com/news/1619-making-a-statement

TITLE: Making a Statement: Teaching Statement, Research Statement, Diversity Statement
Author: Karen Kelsky, The Professor Is In
Published: November 23, 2016
Topic: Question—I would like to know the difference between the teaching statement, the research statement, and the diversity statement.
LINK: https://chroniclevitae.com/news/1619-making-a-statement

VIDEO: How to Improve Your Teaching-Philosophy Statement (Two-Minute Tips: Short videos to help you excel in the academic workplace)
Author: Fernanda Zamudio-Suaréz
Published: October 08, 2018
Topic: Writing a teaching philosophy can be a daunting task. Just how do you articulate your approach to the classroom?

LINK: https://www.chronicle.com/article/How-to-Improve-Your/244283

TITLE: **Top 10 Behavioral Interview Questions and Answers**  
Author: Alison Doyle  
Published: October 09, 2018  
Topic: During a job interview, it is likely that you will be asked behavioral interview questions. Find out more about this type of interview question, see common behavioral interview questions, and get tips on how to prepare and respond smoothly when these questions come up.  

TITLE: **Why Colleges Should Require Faculty Diversity Statements**  
Author: Carmen Mitchell  
Published: November 15, 2018  
Topic: According to UCLA, an equity, diversity and inclusion, or EDI, statement submitted along with their job applications “describes a candidate or faculty member’s past, present and future (planned) contributions to equity, diversity and inclusion.”  

TITLE: **The Effective Diversity Statement**  
Author: Tanya Golash-Boza  
Published: June 10, 2016  
Topic: Tanya Golash-Boza gives faculty job applicants eight tips for writing a stellar diversity statement that stands out to search committees.  
LINK: https://www.insidehighered.com/advice/2016/06/10/how-write-effective-diversity-statement-essay

TITLE: **In Defense of Diversity Statements**  
Author: Charlotte M. Canning and Richard J. Reddick  
Published: January 11, 2019  
Topic: Diversity statements are a way to strengthen the academy’s mission to serve all of its constituencies with integrity and fairness  
LINK: https://www.chronicle.com/article/In-Defense-of-Diversity/245463?cid=cr&utm_source=cr&utm_medium=en&elqTrackId=394ebc23a57241b2a695021fb407ba59&elq=ec12b9e112d9453aa437643702007748&elqaid=21949&elqat=1&elqCampaignId=10726

TITLE: **Writing a Teaching Philosophy Statement**  
Author: Iowa State University, Center for Excellence in Learning and Teaching  
Published: 2019  
Topic: A well developed teaching philosophy will provide a way to purposefully assess your teaching approach and enable you to articulate your teaching beliefs and values to your students, your peers, and search or teaching award committees.  
LINK: http://www.celt.iastate.edu/teaching/document-your-teaching/writing-a-teaching-philosophy-statement/
TITLE: What is a Philosophy of Teaching Statement?
Author: Ohio State University, University Center for the Advancement of Teaching
Published: 2019
Topic: A philosophy of teaching statement is a narrative that includes your conception of teaching and learning, a description of how you teach, and justification for why you teach that way.
LINK: https://ucat.osu.edu/professional-development/teaching-portfolio/philosophy/
ARTICLES – Job Interviews

TITLE: Preparing for Your Interview
Author: Rob Jenkins
Published: January 13, 2011
Topic: If you were fortunate enough to score an interview at a community college in the coming months, you're no doubt looking forward to the big day with a great deal of anticipation and perhaps no small amount of anxiety. But what you do during the interview itself probably isn't as important as what you're doing right now to prepare.

LINK: https://www.chronicle.com/article/Preparing-for-Your-Interview/125909

TITLE: The Etiquette Minefield of the Interview Meal
Author: John Cawley, Professor at Cornell University
Published: November 9, 2015
Topic: As you prepare for the job market, you should also be sure to brush up on your dining etiquette. It can save you stress and embarrassment later. When you visit a campus to give a job talk, your hosts will take you to a nice restaurant and you may be confronted with etiquette issues that you rarely face.


TITLE: Making the Most of a Skype Interview
Author: Karen Kelsky, The Professor Is In
Published: August 9, 2016
Topic: Broadly speaking, Skype interviews are a great opportunity for a preliminary interview, however, it does also bring some challenges — both for you (the interviewee) and for them (the interviewers).


TITLE: Six Answers Interviewers Need to Hire You
Author: Peter Vogt, Monster Senior Contributing Writer
Published: 2018
Topic: Most applicants have no idea why an interviewer asks a particular question. They tend to think it’s a competition to outwit the interviewer. Your interviewer is not trying to outguess you — he’s trying to assess your answers to six key questions.

LINK: http://ledgerlink.monster.com/benefits/articles/488-six-answers-interviewers-need-to-hire-you

TITLE: Standing Out After the Interview
Author: Natalie Lundsteen
Published: August 6, 2018
Topic: Sometimes not communicating effectively post-interview could even cost you a job.

TITLE: What to Do Immediately After an Interview  
Author: Derek Attig  
Published: October 22, 2018  
Topic: Derek Attig outlines steps you should take to set yourself up for success in the next stages of the hiring process and beyond.  

TITLE: 5 essentials to survive a job interview during the dog days of summer  
Author: Nicole Yang, Monster staff  
Published: No Date.  
Topic: Don’t let the heat wave keep you from landing that next offer.  
LINK: https://www.monster.com/career-advice/article/summer-job-interview-essentials

TITLE: List of strengths and weaknesses: What to say in your interview  
Author: Carole Martin, Monster contributor  
Published: No Date.  
Topic: Discussing your strengths and weaknesses can be one of the most difficult parts of the job interview. Avoid interview paralysis with our advice.  
LINK: https://www.monster.com/career-advice/article/Greatest-Strengths-and-Weaknesses

TITLE: 10 things you should always bring to a job interview—and 5 things you should leave behind  
Author: Daniel Bortz, Monster contributor  
Published: No Date.  
Topic: Don’t show up empty-handed. Use this checklist to make sure you know what to bring to an interview.  
LINK: https://www.monster.com/career-advice/article/what-to-bring-to-interview

TITLE: 10 Interview Fashion Blunders: What Not to Wear to the Interview  
Author: Carole Martin  
Published: No Date.  
Topic: Anna Soo Wildermuth, an image consultant and past president of the Association of Image Consultants International, says, "Clothes should be a part of who you are and should not be noticed." She cites 10 dressing faux pas to avoid when interview time comes around.  
LINK: https://www.monster.com/career-advice/article/10-Interview-Fashion-Blunders

TITLE: Acing the Reverse Interview  
Author: Joseph Barber  
Published: December 3, 2018  
Topic: What do you do when "Do you have any questions for us?" is the only question you are asked? Joseph Barber provides some strategies.  
LINK: https://www.insidehighered.com/advice/2018/12/03/managing-job-interview-when-do-you-have-any-questions-only-question-asked-opinion?utm_source=Inside+Higher+Ed&utm_campaign=40899063c7-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-40899063c7-197800013&mc_cid=40899063c7&mc_eid=dbdcee20ba

TITLE: Faculty Job Interviews Gone Bad
Author: Kris Olds  
Published: December 27, 2018  
Topic: I decide to post a brief tweet and asked the people who follow my Twitter feed "What’s your terrible/surprising academic job interview memory?."

LINK: [https://www.insidehighered.com/blogs/globalhighered/faculty-job-interviews-gone-bad?utm_source=Inside+Higher+Ed&utm_campaign=7a3c698749-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7a3c698749-197800013&mc_cid=7a3c698749&mc_eid=dbdcee20ba](https://www.insidehighered.com/blogs/globalhighered/faculty-job-interviews-gone-bad?utm_source=Inside+Higher+Ed&utm_campaign=7a3c698749-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7a3c698749-197800013&mc_cid=7a3c698749&mc_eid=dbdcee20ba)

**TITLE:** Asking Effective Interview Questions  
Author: Gaeun Seo  
Published: December 10, 2018  
Topic: Gaeun Seo provides detailed suggestions to help you to better respond to, “Do you have any questions for me?”

LINK: [https://www.insidehighered.com/advice/2018/12/10/specific-questions-ask-job-interview-opinion?utm_source=Inside+Higher+Ed&utm_campaign=7a3c698749-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7a3c698749-197800013&mc_cid=7a3c698749&mc_eid=dbdcee20ba](https://www.insidehighered.com/advice/2018/12/10/specific-questions-ask-job-interview-opinion?utm_source=Inside+Higher+Ed&utm_campaign=7a3c698749-CareersInsider_COPY_01&utm_medium=email&utm_term=0_1fcbc04421-7a3c698749-197800013&mc_cid=7a3c698749&mc_eid=dbdcee20ba)

**TITLE:** Potential Interview Questions for Positions in Academia  
Author: Internship and Career Center, University of California at Davis  
Published: August 31, 2018  
Topic: Typical questions you can expect to answer when interviewing for academic teaching and research positions. Expect to answer 4-6 questions for a 20-30 minute screening interview.

LINK: [https://icc.ucdavis.edu/mpp/academia/interviewquestions](https://icc.ucdavis.edu/mpp/academia/interviewquestions)

**TITLE:** Commonly asked questions in academic interviews  
Author: VITAE Releasing the Potential of Researchers  
Published: 2019  
Topic: Be prepared to answer the sort of questions in this list (which will be tailored to your research area) in addition to general interview questions. It is a good idea to prepare and even rehearse your answers. If you are confident in answering all of these you will be well-prepared.

LINK: [https://www.vitae.ac.uk/researcher-careers/pursuing-an-academic-career/applying-for-academic-jobs/commonly-asked-questions-in-academic-interviews](https://www.vitae.ac.uk/researcher-careers/pursuing-an-academic-career/applying-for-academic-jobs/commonly-asked-questions-in-academic-interviews)

**TITLE:** Interviewing Is A Skill  
Author: Career Development Office, Office of Graduate and Postdoctoral Affairs, University of Virginia  
Published: 2019  
Topic: You should prepare yourself thoroughly for every interview and identify your purpose in advance. What do you want the committee to remember about you? What messages will you send, and how? Taking some ownership in the process will enhance your performance while also reducing angst and feelings of powerlessness.

LINK: [https://gradcareer.virginia.edu/academic-careers/interviewing](https://gradcareer.virginia.edu/academic-careers/interviewing)