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SPEAKERS

Sadaf Hashimi, Thaddeus Johnson, Jenn Tostlebe, Alondra Garza, Jose Sanchez



Jose Sanchez 00:14

Hi everyone. Welcome back to the criminology Academy where we're criminally academic. My name is Jose Sanchez,



Jenn Tostlebe 00:19

and my name is Jenn Tostlebe. Today's episode is part of our grad Life series.



Jose Sanchez 00:25

And we have three guests on the podcast professors Alondra Garza, Sadaf Hashimi, and Thad Johnson to talk with us about their experiences on the academic job market.



Jenn Tostlebe 00:34

Alondra Garza is an incoming Assistant Professor in the Department of Criminal Justice at the University of Central Florida, and a member of the violence against women faculty research cluster. She received her PhD in criminal justice from Sam Houston State University in May 2022. Her research interests include victimology, violence against women, and the criminal legal systems response to victimization. In 2021. She was selected as Ruth D. Peterson fellow by the American Society of Criminology, and her work has appeared in Crime and Delinquency, Journal of Interpersonal Violence and Violence Against Women, among others.



Jose Sanchez 01:13

Sadaf Hashimi is an assistant professor at the school of criminology and criminal justice at the University of Nebraska Omaha. She received her PhD from the School of Criminal Justice at Rutgers University in 2021, and her Master's from the school of criminology at Simon Fraser

University in British Columbia, Canada. Currently, her research focuses on understanding how our peers shape our criminal trajectories. Her most recent work has been funded by the Department of Homeland Security and the National Collaborative on gun violence research, and has appeared in outlets including the Journal of Research in Crime and Delinquency, Justice Quarterly Journal of Quantitative Criminology, and Criminology and Public Policy.



Jenn Tostlebe 01:53

Thaddeus Johnson, a former ranking law enforcement official in Memphis, Tennessee, is an Assistant Professor of Criminal Justice and Criminology at Georgia State University. He received his PhD in Criminal Justice and Criminology from Georgia State University in 2020. His current research focuses on police policy and innovations, urban violence, crime control, and racially disparate justice outcomes. He is the author of numerous articles and a book entitled Deviance among physicians: Fraud, violence and the power to prescribe.



Jose Sanchez 02:25

Thank you Alondra, Sadaf, and Thad for joining us today. We really appreciate you being here with us.



Jenn Tostlebe 02:31

Thank you.



Thaddeus Johnson 02:32

Thank you for having us.



Jenn Tostlebe 02:33

All right. So as Jose noted, today, we're talking about all things academic job market, including prepping for the market interview, and job talks, negotiation and job offers and the summer before starting your first job. I also want to note that sit off sent a fantastic article entitled 123 Frequently Asked academic job interview questions, which we're going to post on our website for everyone to see. So Jose, I will let you get us started.



Jose Sanchez 03:02

Okay, great. All right. So you have finally arrived to the point where you're ready to go on the job market. Right? So let's first start off by talking about what year you were in, in your PhD program? And how ready did you feel to enter the job market? Did any of you do like what we call soft year, so maybe like testing the waters, but not fully committing to getting a job?

T Thaddeus Johnson 03:27

I mean, I'll probably say that, you know, probably ever since entering the program, I consider myself on the job market, right at the conferences and relationships and really trying to capitalize on all those opportunities. And so, I guess I had put the work in to be ready for a soft market.

S Sadaf Hashimi 03:47

Just to add to that, I think so much of my experience was really shaped by COVID and the pandemic and I was going on the job market during the 2020 2021 year, and so COVID had just started, we are pre vaccine times. So I'd done all the motions that summer to get on the job market. I had all my statements ready and all of that. But personally, I did not feel ready. I was just come September, I had everything and I'm like, I'm a mess. No one's gonna hire me. This is going to be a terrible year. And it just you just heard so much about how there were so many hiring freezes. So you're writing your statements but at the same time you're like am I even gonna get a job, right. So I did everything that was necessary. But personally, I just did not feel like I was as shaped to be on the market or not. But I didn't have that soft year either. Things luckily worked out. I got my stuff together.

A Alondra Garza 04:42

So I was on the market this last cycle. So after the COVID cycle, so fall 2021 Spring 2022. Starting the fourth year of my PhD, I think early on in my PhD I decided I was going to pursue academia. And I think by that time I felt like I had competitive CV. It is what it is. I tried to plan in terms of how my dissertation was sort of going along, some of the socialization I received was that unless your prospectus is defended, people aren't going to think you're going to finish. And so to me, I had defended my first three chapters before I submitted any application in starting in August. So that's a little bit about what my timeline looks like, as an ABD. I had started my dissertation with the end of my third year, all the way through the summer. And then come June, July, my statements were sort of ready to go and just took the market for what it was. And so no soft year either.



Jenn Tostlebe 05:36

Yeah, that's something that I've always heard too. Sorry, Jose. I did like a soft year last year, I was definitely not at all ready, but I just kind of wanted to test the water and see what it was like and try and put everything together. But I hadn't defended my prospectus. I hadn't done any of that. And my advisor was like, good luck. I mean, cool for you. But I'm here for you. But good luck.

J Jose Sanchez 06:02

Yeah, well, I thought about doing a soft year. So my plan was to actually just go on the market this year and not come back. But summer didn't quite go the way I was hoping it would. And I ended up kind of falling behind a little bit. And my advisor kind of mentioned maybe doing a

soft year. I was like Yeah, I don't I don't know. Like, if some miracle happens, and someone does, like want to fly me out and offer me a job, I don't know that I would be able to crank it out, like in such a short amount of time. So I'm just gonna, I just decided to come back another year, and not try to break myself trying to get everything done. But yeah.

J Jose Sanchez 06:41

So how many jobs did you all apply to? Did you apply to multiple? Or did you just like, I'm gonna, like, apply to this one job and kind of just put all my eggs in that one basket? Or did you like organize all the jobs that you were maybe thinking about applying to, and kind of what that process looked like.

S Sadaf Hashimi 06:59

So for me, again, very pandemic, very hiring freeze. So a lot of my experience was just shaped on that, like, there were maybe a handful of job announcements when I went on the market from from September to January, September to November. And of that handful, I think there were two that I was even considering, because I had a really different mentality, I didn't want to just apply for the point of applying. And I know a lot of people do that. And I don't necessarily think that's the wrong thing. I advisors at one point, got really frustrated with me, they're like, you can't afford to be this picky during this year. I was just like, I can't I can't move there. I can't do this. And they're like, oh, like, it's cute that you think you have that luxury of choice. So I ended up applying very, very, very few places, like very few places, and it worked out. But at the same time I a lot of jobs came out after I got hired. So I got hired in November. And in January, there's just these waves of jobs that I'm like, oh, had that been in September or had that been in August, things would have looked a lot different for me.

T Thaddeus Johnson 08:08

I'll say too, and I forgot to mention this earlier, I navigated the market between 2019/2020 years. So the year I guess everything is shut down. And jobs were still from the past budgets. And so that still was there, the prior years, and I did all my talks and all the applications and things like that. So that's the thing you know about being ready, you being ready, while you defending your dissertation, you just finished your comp. So it was very difficult. But everything is really fresh, you should be able to articulate what it is that you want to do. So I know traditionally, R1 jobs came open late summer, top of the fall to try before ASC. But you know, you mentioned I got lucky and came in right before the market changed. Like they have jobs like pop up in May, like pop up in March, right? So I applied when I was going through to six advertisements. You know and a couple of things of this, I built relationships the whole time. Right. So four these places I had relationships with I had gone and done talks with students. I had done research with those people. And so they knew my work, and they knew who I was as a person. I think oftentimes we forget that. Oh, it's about our work is about our work. Yeah. But it's about who you are as a person. And how can you grow? The promise. They're not hiring you for who you are today they're hiring you who you are five years, 10 years down the road. And so that's the true dream positions I plan for today. I'm going to do it. But we have to also remember our recommenders are applying, if you're applying for 10 jobs, that's 10 letters, and what if they have four or five students. Right. And that's a lot of work. So I think you can be

picky. And you worked this hard not to just take anything you can get. Right I did it economically. But you often forget that you're an asset that they're lucky to have you not just the other way around. And so yeah, of those places, I got my top three. My wife and I both navigated together, and we'll talk about some of those issues. You asked about competing against friends, imagine competing against your own wife, right? No, so we were blessed and how things worked out. We're in the same department now. But it took us starting and planting those seeds. From Day 1 we planted that because we knew what we wanted to do. So yeah, I only applied for six; four I was strongly encouraged to and I had talks at those four. Yeah, and I'm here, so it did work out.

A

Alondra Garza 10:14

Yeah, I like that you both mentioned sort of being a little bit selective. I think a lot of socialization that you may get, as grad students, like, apply everywhere, people live like upwards of 20-30 jobs. But at the end of the day, like I decided the type of institution and location mattered and location was not negotiable. I applied to only places in the south. Academia can take you away from your friends and your family if you let it, and you don't have to negotiate that. Like if that's your non negotiable, be okay with it. At the end of the day, you have to be happy with your life and your job and where you're at and where you're working. Right. So for me, I was in a much healthier job cycle, I think there was a lot of places that were hiring in this past year, a lot of assistants and some open positions as well. I only applied to nine jobs. So I applied to nine jobs. I did seven initial interviews, and I got six campus visits, but I only did three of them because of how timing and offers worked out. And we can talk a little bit more about how it's kind of like a gamble, I guess, when you the timing of how things are working out with offers, and you kind of have to play your cards to the best that you can. And I'm sure we'll talk about that in a little bit.

J

Jose Sanchez 11:27

Yeah, you know, I don't know how many of you are, I think Sadaf and Alondra you're both on Twitter, so I'm sure you've seen. Thad that I don't know if you're on the Twitterverse as well. But I see people tweeting like I've applied to 90 jobs. I'm like, what that just seems so like, exhausting, like mentally exhausting, emotionally exhausting. I don't know that I could do that. How do you even do that? Right? Like even people that say 20 or 30 jobs? Like, that just sounds like so much.



Jenn Tostlebe 11:59

And Thad's point too, I'm pretty sure my advisor and Jose's advisors - the same. I think he would shoot us if we applied to 90 jobs. So yeah, just the work for him alone. But yeah.

J

Jose Sanchez 12:14

Yeah.



Jenn Tostlebe 12:16

All right. So a few of you have mentioned this, but just thinking about the job market kind of beginning in September, roughly, when did you have your materials prepared? Your CV, cover letter, your statements, etc? And do you have any tips for preparing these materials?

A

Alondra Garza 12:33

I can go. So I knew I was going to go on the market, right, that fall. So probably June, July I started drafting what I knew were going to be sort of expected. So fix your CV, a cover letter, a research statement, a teaching statement, a diversity statement, is what I had sort of drafts ready to go. And then I think maybe a few places ask for like transcripts or supplementary materials. But I think for the most part, those are the items that I had drafted come August. Sort of had been reviewed by several people. And I had reached out to sort of other grad students who had just gone on the market. And I think people are so gracious to share their materials, I'm happy to share my materials with anybody that reaches out to me, with you both. And so that's kind of what that looked like. And I had created an Excel sheet to where it had tiers. So tier one were jobs that I'm definitely applying to tier two was I couldn't be interested and tier three is like they're hiring but I'm definitely not applying. That was good for me to sort jobs and sort of be able to see like, Okay, this is what I guess my odds are looking like, I'm going to apply to this many. And so that sort of filtering process in the Excel sheet I found helpful because I also just created columns of like, do by due dates, and what information do you need for each and who is the point of contact to search chair? And so I feel like that helped me sort of filter where I was interested in and what I needed for that place.

T

Thaddeus Johnson 14:01

I'll jump in. Yeah, you know, this kind of ties in the last point, you know, we're talking about the kind of jobs we're applying for. And I think, you know, one thing you want to make sure you do is also identify places that have similar values that you have, right, places that like are open assets and low cost materials for our students. Like, I refuse to let those things get in the way up. Right? You have online and hybrid modalities, what's the student body like? So that's how we kind of identify. When you're talking about the materials. I mean, you know, luckily, we have a graduate orientation class. So after my first semester, had a CV, it was bare bones, it was ugly, not impressive, I hate looking at it right right now. All right, but we started the process. Also, you know, if you're writing for scholarships and grants, right, you know, I'm a non traditional student in both my life experience and what I look like. So you kind of have a lot of those statements kind of prepared. I will say that you need to probably write several statements. You need to write the teaching, DDI statement and also your research statement individually and then have one that is everything because it's just variable on the market, it can be frustrating, right? Just like a journal submission, it's like now can we just have one type of modality that make it easier on everyone. And so those are things that I did. But I will say, after your comps, start waking up, it gets real, you don't want to be ABD forever. Right? It can be predatory, right, like almost good enough. And that's what it looks like, you know, other things come into play, right? So start writing those statements, and be truthful, right? Be truthful, if you have deficiencies, be honest about it. If you hadn't thought about diversity, well look. I'm a Black guy and the whole, you know, we have this, you know, historical aspects. But you know, my wife, she's a Black woman, too. And it's different. Her experiences in life and in academia. And so that's something that I shared that I had learn, I had grown, I shared that in my

statements, and so be transparent in those statements. I mean, sometimes those statements can be the tiebreaker. Between you and somebody who's has a great recommendation letters has the great great publication records. Sometimes they're looking at the person. And so you don't want to rush it. You want to take your time and start that early, because it's obvious when you rush it. Right, particularly with the DEI move it's probably more talk oftentimes than actually action but you still need to provide meaningful. And talk about your students, right? Don't forget to talk about your students in your statements. Right. So that's one thing that I will say talk about your whole self, and just be prepared, you can use the same documents to prepare for grants, or you may want to find a better job, right. So those are the things that I would kind of say ideas.

S

Sadaf Hashimi 16:38

Just to quickly add on that I also started in the summer, I started pretty early, because I had known from previous years that some universities just don't ask for that base package anymore. They asked for a lot of statements. And for me, I wanted to go into September now having things as ready as I could, because you're still working on your dissertation, you're still doing research you're teaching, you're busy, you have a life. And that last year is absolutely just, it's on another level. It's stressful. It's exciting, because you're so close. But at the same time, you're so busy. And if you have kids, it gets even busier. And so I really just wanted as much of that off of my list come fall as I could. But I also wanted to add that a lot. It took me a really long time that summer. And it was because I took a lot of time that summer to just reflect on my own research agenda and identity. And I think that was the first time as a student, I really thought about, hey, like I have these research interests, but I do social networks. And for me, things could get out of line real quick. Like I don't just study one substantive area. And so my adviser at that time had been putting it in my head since first year, like what is your identity? What is your research identity. And that summer for me was sitting down and being like, this is my research identity. This is my narrative. This is my understanding of who I am, where I want to be. So of course, as Thad was saying they don't hire you for who you are now, but in 10-15 years, and what was really important to me as a scholar in the discipline too, so like race and ethnicity, the kind of department I wanted to put myself in the kind of colleagues I want it to be in. And it just took me a long time. And I think that all tied into why I really applied to such few places too. Because that summer, although it took more time than I had wanted, it was really clear for me, it helped me write my statements. I sat down, I thought about it. And it also helped me hone in on what was really important to me because it put things in perspective. And it really allowed me to identify places and calls that would work for me and we're good matches and other places in calls that are great, but it'd be great for someone else and not necessarily the best fit for me.

T

Thaddeus Johnson 18:45

Can I just really quickly add to that. I know we're talking about on the market. But these are habits to take when you come on as an untenured faculty. But you all know what I mean, right? As an untenured faculty, right, because you're going to need these things for your dossier. So you want to make sure that you're always, and my wife is always on me about this, you don't wait to the end of semester, if you have something happen a presentation, a talk, a publication, if it was an R&R, you change. Do that right then, right there. Because it's hard at the end of

semester, the end of the year, three years to put these things together. So I would just say you know, take these good habits and continue building on them regularly. So you have these things readily available and it's not stressful aspect use time. You know.

S

Sadaf Hashimi 19:23

It was really awesome when I was a master student like my advisor was great at SFU. He would every time we would do something he'd be like put it on your CV and let's go celebrate. So it'd gives us incentive to put it on our CV, don't forget that we've done it, and we go celebrate because I honestly I have students now and like no accomplishment is little. Everything like let's go have some coffee. Let's go celebrate, let's go send an email out, just feel good about yourself. There's so many reasons to doubt yourself in academia that it was maybe even a guest lecturer and he's like, let's do this. Let's go celebrate. I'm like you're awesome. This is great.



Jenn Tostlebe 19:57

Yeah, that's awesome.

J

Jose Sanchez 20:00

Alright, let's start moving a little forward in the process. So we've prepped for the job. Well, you've prepped for the job market. And so now we're at the point where you have received an invitation to move forward and oftentimes, or always I suppose, the first stage of the interview process is like an initial interview. Alondra, you mentioned having some of these, which can take place over the phone or Zoom. How did you all prepare for this sort of initial interview?

T

Thaddeus Johnson 20:30

I'll jump in. Screw it right? I know we're all trying to figure who goes. It's all good. So don't think it's because I'm just trying to take over. I don't mind jumping in there. So I will say that I had a couple of zoom calls, some just phone calls, right. But one thing that I did was sometimes you know who you're speaking to, right, I say, oh, you know, you'll be contacted by so and so so and so. And sometimes you don't know. And so what you have to do is be prepared. Understand who you're talking to. Understand who you're working with. Find out who does similar research. And if you do similar reach, how does yours stand out? And how can you bring collaboration to add to the field? I started looking if they have any initiatives that's historical emerging, as far as are they moving to online? Are they moving to open access materials? Are they moving to low cost materials? Are they moving towards more inclusion? Things that you really value? Or you can ask them about? Or I'm not saying pressure them, but some of the things are important, right? Also, you want to talk about being prepared to understand their processes, right? If there was a big grant, I mean, not if there's been some scandal or something, you don't want to bring that up. But you want to kind of have those things in the back of the minds and know that they raised those things, if they're going to be transparent. Look at your leader, has there been turned over in the leadership in the school with your Dean, the President, and particularly the department, which is your chair, right, you want to be able to

have you want to know what you're going into? Yeah. And I will say to when I went in, I had an elevator talk prepared because you're not giving you a full talk. But they want to know about your research. They want to know what motivates your research, what put you there, why this idea and why not that idea, and you're really having a conversation, but the more confident you are, the more you know your stuff, if you're able to talk about well, you know, this is my one year plan, my two year plan, my five year plan, this is my pathway, it may get thrown off, but they want to see that you actually have a plan. You want to know, do they have internal funding, you can ask these questions, but you want to kind of have an idea for research and startups and these types of things, be prepared to explain what your needs are. But you know, I'm gonna use secondary data for my first couple years. And then I want to build on that original data collection and get funding, you want to at least be able to, it may not come to fruition. But you know, that's the game and you want to make sure that you at least have direction because the one thing that they want to see is they don't have to hold our hand. And if we got to hold somebody's hand, they're not gonna make it past that cut. They're looking for a colleague, not a child, right? Not someone to raise. And so yeah. I'll shut up with that.

A

Alondra Garza 22:54

I guess I'll say that at least this last cycle, all of my initial interviews, were on Zoom. I don't know if maybe that was the norm before COVID. Right. I think maybe folks had had phone calls before. And I think that can be a little bit more dicey because you don't necessarily see who's all on the call. I think in terms of format, like everything, like was so important for me to sort of get demystified. So I think this episode is really great. I'd say that all of my initial interviews were probably about 30/40 minutes, so not super long. I will say also, I'm the type of person like I don't answer my phone. If a number calls me and I don't know the number like I'm not going to answer. If you're on the job market, you should probably answer your phone. So answer your phone. So yeah, most interviews are about 30ish minutes. I'd say in my experience, there's anywhere from three to five people. Whenever I would get an invitation I would study all the faculty. I printed out all their CVs, learned where they graduated from had sort of like a tidbit that I could talk about with that particular person. But I was sort of prepared to answer some questions that I think came up in almost every initial interview, which were tell us about yourself. And to me, that was not like a research question. I didn't approach it like that. I said, Hey, this is where I grew up. This is who I am like, this is how I stumbled into academia. Like that was me as a person, which Thad, I know you talked about. So I was ready to talk about that. And then tell us about your research course, tell us about your dissertation as an ABD, people want to make sure that you're going to graduate. So that was always asked in initial interviews. What's your five year plan? And why are you interested in us? And then sometimes what classes do you see yourself teaching? Who would you collaborate with? I would say those questions were always pretty much standard for my initial interviews. And then I also had my own questions that I asked because at the end, they'll say, Do you have questions and you don't want to say no, I don't because they might think you're disinterested or maybe weren't engaged. And so I think always be prepared to have some questions that you're genuinely are important to you. I would ask how do you see me fitting into Your department, right? What's the department been like? What is the next five years look like in terms of growth? What attributes do you look for in a colleague? And for me, I would end with like a fun question. So I'd say, you know, cuz everyone told me like, if you had to pick one thing, what's your favorite thing about working at the University of like, blah, blah, blah, or etc. And so that was kind of fun, because we ended on like, a high note or it was happy and it was personable. So that's kind of my approach to the initial interview process.

S

Sadaf Hashimi 25:26

For me for that initial interview, again, nervous wreck. It happened really quick for me. I applied and then a few days later, I just got that call. And then I was interviewing within the week. And this was me having no idea what I was going into. So I was a little bit more calculated. I will say, I am thankful for my peers. I had a few people who had already successfully gone through the market. So the amount of text that those individuals got within that week was insane. And the amount of texts they replied to, every time I see them, and I'm like, I owe you a drink, I owe you 20 drinks, because I just had no idea what I was going into that initial, it was a zoom interview. Essentially, it was only 20 minutes, though, but there's nothing anyone could have told me at that time to calm me down. Because essentially, this was my first interview, as I'd like to call myself, an adult. And there were I just didn't know what to expect. And so after turning to them, they kind of calmed me down. They were like, Okay, this is what I went through. These are the questions I kind of responded to and I answered. There were lots of sleepless nights. So what I did was I went on the Chronicle of Higher Education, and I read a lot of blogs, I read a lot of do's and don'ts. And even the questions that I sent you the 123 questions, I found it, I think at like 3am, because I was like, I don't know what I'm going to say to these people. Like, I know who I am as a scholar. I know what my contributions are. But I'm not really good sometimes when people just ask me a question. Like, I can't just think of it right off the bat. So I knew what my weaknesses were. And I just went around that, but very, very calculated, and very, very systematic. And the one thing I would recommend, and I think everyone recommends this is really look up that university, really research that university, that department, as well as the folks that were interviewing you. So I had three people on the call on that Zoom interview. And I know, two of them, I was pretty familiar with one I just like, look through everything, and really look through the location too. I know, I ended off my Zoom interviews, that initial interview with How is it like being in Omaha? That was just my thing, because I'm like, I'm genuinely curious, like, I need to know how it's like for you to live there. And so it looked a little bit different than the full interview, but the nerves were really there.



Jenn Tostlebe 27:45

I feel like, that's gonna be me.

T

Thaddeus Johnson 27:48

I'm so sorry. I know you have those other question going forward.



Jenn Tostlebe 27:50

No, go ahead.

T

Thaddeus Johnson 27:51

But I thought that's so great. You know, you talked about, I'm in Atlanta. I'm not sure where you all live. But, housing prices have gone crazy. And they were doing it before, right, since the Super Bowl has been here several years back. And so one question you want to be prepared to

Super Bowl has been here several years back. And so one question you want to be prepared to ask the professors: do they rent, do they own, do they live in the city, do they live in the suburbs, out in the sticks? Right? You know, and it gives you an idea of like, okay, like, the cost of living in the state aspect, right. You also want to know the economic trends and where you're going. I think that's a great point that you raise, and you'd want to kind of know those things. And since I'm running my mouth, I'll go ahead and just say, a couple other things that you ask them, you know, you want to ask them about their personal successes and failures in academia, in that department? And was it because of something resource related? Or was it just, you know, screwed up? Was it a personal thing, or it's just the game, right? And I talked about asked about those research and funding opportunities, but importantly too, what type of journalism work do you value? What type of service, community service, department service do you value? Ask them how they feel about work life balance, do they view the faculty as being people or just a damn cog in a bigger machine, right? And then I will say, you know, ask them, I think I said this already. But ask them about their philosophies and reform around teaching, service, and these things, because, you know, some places are simply a count, some places, if you only pub in these things, you're only deemed worthy. You know, I'm not really thinking that way. You know, good research is research no matter where it's at. And so it's just, you know, I just wanted to hear some of those things and get a feel for am I going into the old way of thinking the old regime? Or are we going somewhere that's more progressive, and I can see myself growing in this place. And so yeah, those are just questions, but you really got me started when you're talking about asking about the location that you're in. That's a big question that you know, many don't ask about. You got this job. You're great. Now where the hell you gonna live. Can you afford to buy a car? Can you afford to eat? Are you gonna be the homeless professor? No one wants to be that guy. And so you know, but that was so important. All right.

S

Sadaf Hashimi 29:48

No and financially, that's so important too, because I did Rutgers. So I was in Jersey, so I was kind of feeling the same amount of like economic burden. And so the one thing that was that honestly brought me to Omaha in addition to the school and the department, which was lovely, was the house prices and like, Hey, this is cheap, so I can afford to live here. And prior to that I was in Vancouver. So I was going from Vancouver to Jersey, which have astronomical house prices. And it just, it really kind of calmed me down. Because for me and personally kind of just going back to like just knowing what your weaknesses are, if I'm happy as a person, I will flourish in all parts of my life. And a lot of that has to do with economic stability, I need to love where I live, I need to be comfortable. And I can't feel like I'm making ends meet every month. And so that had a lot to do with where you go and the allure of that department too. But that what I wanted to kind of add to was this idea of service. So I don't want to move all of you all in into my mindset. But as a student, I had no idea what they considered service. So I knew what service was in a way that you knew. But like going at your first year assistant prof, I had a lot of questions. I'm like so is this service, or is this part of my research. So just knowing very transparently what they consider service, what kind of service is important to them, because you can be doing a lot, but the department could care less unless you're doing a, b and c. And so just getting that really out off the bat, because I know my university, application is really important to them. So they want you really out there in the community. Whereas let's say another university, service would mostly be an on an editorial board or something like that. So just have that idea because it's going to be part of your tenure. And you just have no idea. And it really varies across universities and across departments as well.



Jenn Tostlebe 31:41

I never realized I guess that it varied that much, but I've never really talked about it before.



Jose Sanchez 31:45

Yeah.



Sadaf Hashimi 31:46

Yeah, I didn't either.



Jenn Tostlebe 31:48

Yeah. All right. So the more and more Jose and I do this podcast, the smaller and smaller, we realize that the criminology and criminal justice community really is. And so we've brought this up, it's possible that you're applying to jobs that your friends are applying to, that your spouse or significant other is applying to etc. And so do you have advice for how to navigate applying and interviewing at the same schools or departments as your colleagues? friends? Significant others?



Alondra Garza 32:21

Yeah, I mean.



Sadaf Hashimi 32:22

Thad that's a loaded question for you. With your wife. I'm excited to hear.



Thaddeus Johnson 32:22

Yeah. I'll let Alondra speak.



Sadaf Hashimi 32:22

Sorry Alondra.



Alondra Garza 32:32

Yeah, no. You're good.

S

Sadaf Hashimi 32:33

I'm just so excited though. Are you still married? *laughter*

A

Alondra Garza 32:36

That's totally different from what I have to contribute. So I'm excited too. So I'll say I had a little bit of a bigger cohort, in my fourth year. So like, six, seven of us were on the market. So we're all applying to the same jobs, right. But I think at least in a sense, we sort of took this approach, like, we're gonna share all the ads that we see like, hey, we'll post it on our group me like, did you see so and so's hiring so so is hiring. So we would share in terms of what we were seeing and all the positions, and we would listen to each other's job talks. And so it was super supportive. It didn't feel like it needed to be like weirdly competitive or like, you need to hide stuff. Granted, we didn't also go around and say like, oh, well, would they ask in your initial interview, right, I think everyone understands, like, those are certain boundaries, in terms of, at the end of the day, you are competing for a job. And like, maybe you don't need to share some of those intricacies of what you didn't know, right, so that other people have an upper hand. But I think in terms of your cohort, just I think approach it in a sense of like, these are the only people that know what you're going through and Sadaf said like this is, I think it's the most difficult thing that you do during graduate school, I would say close to dissertation, it's just so chaotic. And these are the only people that know what you're also going through. So I'd say just, you know, approach in a sense of like, support each other, be there to listen and like I would call everybody crying and like, but also celebrating, like oh I got an on campus! And so use that support system that you probably have been sort of cultivating throughout grad school to just get you through the market with your colleagues.

T

Thaddeus Johnson 34:08

Yeah, I'm glad you went first because my answers not different, but it's very the same, it may be a little bit more personal. And so I'll go ahead and warn you all now. It is what it is. Right? You know, you think about it, like it's okay if we use adult language on here. It's okay?

J

Jose Sanchez 34:08

Yeah, go for it.

T

Thaddeus Johnson 34:16

Alright, it's like a professional athlete, you got to think you the shit, right? Whether you are or not, you got to think it, right. And so with that being said, at the end of the day, you're paying your bills. At the end of the day, you bust your ass to get to this point to compete. At the end of the year, these are your friends, but people compete all the time. Look at attorneys, look at professional athletes all the time. If they're your real friends, it doesn't matter. You understand the game and you enter into it. Right? So I will just say [are] your friends are going to pay your bills. They're going to pay down your student loans? Right and the truth being told, you've been competing against them before grad school. Test scores. GPAs. Right. You compete for

scholarships and grad students compete for fellowships. You've been competing. It's an adversarial game, right? So you have to be fixed in academia and understand that if you get refused, it's not personal. It is what it is. Right? You know, obviously these wrestlers, I grew up watching wrestling, right? I'm not gonna tell my age, or who the wrestlers were, but Hulk Hogan is one of them. And he's like well, they hate each other can't stand each other, right? The fight *inaudible*, eating in a Burger King, they in a Burger King laughing and talking about having a great time, right. And it's kind of the same thing with academia. And you can support your friends and be communal while fighting for every damn thing that you've worked hard for. And you know, and I will say, talk about competing, like, my wife and I were competing. We had to be very targeted. We were upfront to the places that we're talking to, there are two of us, you know, what do you want to do? Right, you know, and we had to compete against each other even when we started applying to doctoral programs. At one institution, well we don't have any money for him, but we have extra money for you, we'll give you a full ride, but you have to come in for her and come in and fight. Right. And so at the end of the day is about economics and resources. And it's not typical. But look, it is what it is, right. And you know, at least for our household we both want. We do a little bit different research, but it's all to the same pot. And so it's just we had thick skin and just knowing you gotta go through yours, man. You got a shot when it comes to this, and you can't really worried about people's feelings and hopefully you have a cohort, like Alondra said, that's really supportive and you understand but you know, that's not always the case. And even if that's the case, nobody did your dissertation for you. Nobody stayed up all those nights. Nobody cried. You used to call your families during this time and heal you. It's hard to have conversations because they don't get it. You spent two years to write this damn article, how much money you get paid? I can't even tell them. I hope they don't see this podcast. So I'll shut up because I'm going on and on. But you see, it is what it is. Don't feel a way about it. You get one life. Shoot your shot, man, get what's yours. That's the best advice I have.

S

Sadaf Hashimi 36:52

Oh, man, I wish I had that advice going in. So for me, I always thought of it as like your core and your periphery network, your periphery network? Is your cohort, essentially people exactly what Alondra said, you're there, you're supporting, you're being there for one another, but you're also really selecting on what you tell them what you don't tell them, and so on and so forth. Sorry, that's your periphery. That's the around, but your core is like your bestie. So let's say you're on the job market with your bestie. That's really different. Because, while it's really important to have your support network. It's also a really tricky time, right? Like, you don't want to hurt each other's feelings. So what I always emphasize and what I've always done, as with all relationships, talk about it and set boundaries. Like Hey, before you're going on the market, and if you know you're going on the market with like a best friend who's in your cohort at that time, like you've been with each other for the past four or five years. Talk to each other. What do you want to talk about? What don't you want to talk about? Do you want to talk about the interview process? Do you want to talk about your experiences with a certain person who's been interviewing? Or do you not want to talk about that at all? And so if you just keep that open communication, you'll be able to be a little bit more comfortable and less likely to hurt one another's feelings. And at least that's how I went about it. I think I lucked out a little bit because I had no one in my cohort on the job market the year that I was. But I think I had other situations where maybe we were competing for the same fellowship, or the same funding, and it was just like, just approach it with a lot of respect, a lot of care and a lot of sensitivity, just what you would want to hear. And if you have those boundaries set in place, then you're more likely to be able to kind of communicate it well. It's a tricky time, no matter how you kind of

frame it, one person gets the job, one person doesn't. And aside from like, all of the work that you do during your PhD, it's emotionally hard. So while it's not competitive whatsoever, I don't think as a student I could ever say I never felt like oh my god, like, I wish I had that. Or I felt really insecure. And where I was because I saw someone else that was flourishing. And I think that's really normal. And I think that, it's part of the job, it's part of any job. But I think it's a poison of academia in general, where you're just kind of always feeling like you're always going to have to be in competition, whether you are or you're not, the feeling is always there. But it's not. Individuals will land. You'll land. Your friends will land eventually. So just really focus on your journey. Because the last thing you want to do is really to shake friendships up at that time, or to like kind of push others down, even if you don't want to as you're climbing up, because you don't know where people's emotional, I guess, limits are at that time too. And I just can't stress it enough. It's a hard year, a hard year. So I really went it in a snowflake way. I guess I was like, oh, like do you want to talk about this? Is this okay? And I was really sensitive to people who were still in my cohort who weren't on the job market, but really wanted to get out but they just weren't at that position that I was at that time, too, because you have to be cautious of their feelings too. They're looking at you like Oh, I wish I was there and I'm looking at myself being like, I don't deserve to be here.

T Thaddeus Johnson 40:02

That's a great point of truth be told, you're probably gonna be competing in some regard, you want to call it the word quote, unquote, for the rest of your careers for funding and, hell, even opportunities. And so it's healthy competition. And you're right conversations, being upfront, setting boundaries. But you know, at the end of the day, you know, know, looking out for yourself and your family and who you're responsible for. There's no easy way around it.

S Sadaf Hashimi 40:27

No, absolutely. Don't sabotage yourself because your best friend is going for that same job.

A Alondra Garza 40:30

Oh yeah. You do your best!


J Jose Sanchez 40:34

Yeah, there was a time where it looked like Jenn and I were both going to be on the market at the same time. So we started having those conversations. There's a small part of me. So I was like, you know, I said, I'm coming back for another year. And so that was a big part of me that was really disappointed in myself that I had to kind of make, admit that I had to come back for another year. But there was also a part of me that was slightly relieved. I'm like, well now I don't have to be on the market at the same time as Jenn. And you know, like, they're not necessarily the most pleasant conversations to have.

 Jenn Tostlebe 41:09

 Jenn Tostlebe 41:09

No.

 Jose Sanchez 41:09

But they are important. And we reached out to other people. And, you know, I think Alondra I think you know, Meghan Mitchell, we talked to her, you know, she kind of gave us some advice on how she handled it with some of her friends. And, yeah, it's just yeah, you got to talk to your friends that are probably going on the market with you. Because, yeah, but you should be warned, they're not gonna be the most pleasant conversations to have, like, they can get kind of awkward.

 Jenn Tostlebe 41:35


But remember, you're the shit. I'm gonna take that with me now and move forward.

 Jose Sanchez 41:40


So I think that's what's gonna be the title of this episode.

 Jose Sanchez 41:45

You're the shit. Go on the market.

 Thaddeus Johnson 41:47

You know what's funny, I always get in trouble for cursing in the media and in class and stuff.

 Sadaf Hashimi 41:52

No, and that's the thing, too, is like your network or your support network, while you're on the market doesn't necessarily have to be the best use of your support network for the last five years, right? Like things are gonna change. Sometimes your peers can't answer your question at that time, because they just haven't gone through it right. And so it's kind of like the blind leading the blind. So you got to pick and choose essentially, who you're going to reach out to, and what makes sense at the end of the day, too, and what you talk about with different people, I always go back to, I don't know if you guys have heard of this book, it's by Mario Smalls. I think I'm saying it right. It's a really interesting book about the networks of graduate students essentially, and who we talk to when we're in grad school. And it's called "Someone to talk to" you and I just I'm teaching networks this fall, and I'm assigning it to all of my students. And as it's not even curriculum, no it is curriculum, but also just the idea of like, emotional stability, like who you choose to talk to, what you talk to people about, it's going to change, and that's okay.

T Thaddeus Johnson 42:51
Alondra do you have, I want to speak one more thing, but I want to

A Alondra Garza 42:53
No, go ahead.

T Thaddeus Johnson 42:54
And I will say, to qualify my position, I came from being in policing. So I met my wife and I was like, Well, I'm leading *inaudible*. And she's like, well, you leading people. And I have to balance that throughout my life, ever since she said it to me years ago. And so even when you're thinking about, you know, those that you work with, you have to remember, unless your pots filled, it's hard to help others. And so once you go through that process, now you go and you help, and you guide and you mentor, so we're not the blind leading the blind, right. And so I think that's important to to, you can still give back and do these things. But you want to make sure if you don't have a pot to piss in and you can't provide anyone a bed to sleep in. So obviously I'm saying this, but it's just really, it really is true that you have to focus on your own, so you can help others and you help lead and guide. And you have no less competition, you want what you want, but it's also about giving back. You can't give back if you're empty. So I think you know, we have to also look at it that way--as delayed help, maybe. But encouragement, support, listen, a shoulder to cry on, share your disappointments, you know, don't sabotage yourself. So I think it's a delicate balance that I hadn't figured out yet.

A Alondra Garza 43:59
Yeah, absolutely.

J Jose Sanchez 44:00
Okay, so now, you've been invited to a job talk, right? You've been invited to come stand in front of a room and give a presentation. And Sadaf this might have been different for you because, you know, like, we've mentioned you did it during the pandemic or like through the thick of it. But can you walk us through your job talk, how you maybe manage the time, how you structured it, and then how you handled the Q&A?

S Sadaf Hashimi 44:27
Of course. So my job talk, essentially, yeah, it was all over zoom. It was a two day interview that was just on zoom back to back meetings with multiple people. We can talk about that in another question. I always joke around after every break. I have a habit of when I'm really stressed, I just lie on the floor and look at the ceiling. That's what I was doing between every single interview, Now my colleagues will laugh at me, but it was exhausting. But essentially the

talk itself, they had given me about an hour. And so how they advised me to and it was, the individual who was kind of walking me through was a great, great individual, super transparent, super welcoming with questions, and I did have a few. So it was 40 to 45 minutes of a research talk, essentially, whether that's about your dissertation, whether that's your dissertation and your other projects. So he gave me all of the flexibility in terms of what I wanted to discuss. And for me, personally, I guess how I did it was, I talked, I think, 30 minutes or 25 minutes about my dissertation, but three chapters just because I wanted to let them know, like, hey, it's finishing up like it's going somewhere. And then I spent a few minutes talking about the other projects I was on. And so again, I had mentioned networks, like you work on a whole bunch of things. So I was like, Hey, I'm not just interested in this substantive area, I'm interested in these substantive areas as well. And I've done work to demonstrate that I've worked in that. So it's not just me coming me like I'm interested in A, B, C, or D. I'm like, No, I've published on this, this is what I'm interested in. And I kind of took it as like, I want them to know as much about me because they need to assess whether I'm a fit for them too. Because it's so easy to think about it as a one direction, but it's so critical, right? It's reciprocity you have to fit, they have to feel like you fit. And he didn't necessarily tell me that I should focus on teaching. But teaching is pretty important. It's part of what we do. So I spent about five to 10 minutes just talking about my teaching philosophy, what I'd like to teach, and just all of that, and so I think I ended it right at 45 minutes, and then there was about 15 minutes for Q&A. And Q&A was fair, it was fine. They talked about my dissertation. The one thing I had kept in the back of my head is really no one knows your work as well as you do at that moment in time. And so I had that. But also I was really nervous, because you also don't know what people throw at you. Right? It's like that idea where you don't necessarily need to convince people who are on your side, you need to convince people who may be doubting it. And let me tell you with networks, there are more people that doubt it. So I'm like, Oh, my goodness, where am I going with this? So it was a lot of just making sure that my job talk was framed in a way where they didn't come out being like, what is she talking about? But I also use that Q&A to give me an idea of whether I wanted to be in that department. Because if you're looking at me and thinking my work is absolutely not a fit for you. Well, this is my research agenda for the 10/15 years. I don't want to be there. Right? And so it was a lot of thoughts. And I guess now that I think about it and I say it out loud, this is why I was really anxious through the whole process. There's like a million things going through my head at one time. But essentially, that's how my job talk kind of went through. All zoom.

A

Alondra Garza 47:35

I'll say one of my biggest anxieties, right, you start having sort of initial interviews in like September, I was like, when am I going to go to a campus visit? Like when do I need to have my job talk ready. Like, for me, that was a big anxiety. So I would advise you to start working on your job talks whenever you're, in September. So my first interview was in early October, and I was like, oh shit, like I thought it was gonna be a little bit later. Like I thought I had more time. So it comes sooner than you think in terms of getting a talk ready. So I had prepared sort of like a general talk. And then I went to a few places. So it was anywhere from like you have 30 minutes to probably no greater than 45. And again, like you said, the people that are inviting you will tell you, Hey, this is what we want to see, solely research talk. That was my experience. They didn't want to hear about like teaching or anything like that. I didn't do teaching demos, but I think that was just the nature of the universities that I applied to. So being able to just tailor my job talk was kind of easy once I had sort of this is a part of my dissertation, right? So my approach is I was going to present a part of my dissertation, I started my job talk with like, this is my research interests, my relevant experience, funding experience, I presented a bit of my dissertation like a portion, they want to see your methods, your data,

like you want to go like breath, like but depth into your dissertation. You don't want to like zoom through it or present this whole, like mixed methods or where you don't really get to get into like the nitty gritty, like they want to see a few research questions, talked about them, like you know your stuff, right, and finish up. And I would also end my job talks with like, this is my five year plan, very similar. This is what I'm going to be working on. These are other projects that I'm doing. I had done some research about like internal funding at each respective university. I said, Hey, I'm already aware about this seed money, like I'm going to apply for this. So that's kind of how I wrap up my job talks. I think in terms of Q&A, I think it was all manageable. I mean, you do practice presentations as a graduate student right with your faculty. So in that sense, I would say it's similar but again, nothing can help you prepare for it because you've never done this. Again, it's people that maybe aren't on your side or doubt you but I will say someone told me like if you get an asshole person like literally trying to give you an asshole question. Well, that says a lot more about the department and the culture than it is about you, right? So if someone's trying to, like, beat you down at a question, maybe reflect upon that and say, you know, do I want to work sort of in this environment or with people that are like this, that wasn't my experience. But that was sort of some advice that I got. And that was important for me.

A

Alondra Garza 50:19

In terms of preparing for actual visits. So I will say maybe a few things. So I had purchased like three outfits that I knew were like, my go to outfits, because a visit can be like, probably like two to three days. And so for me, like being able to figure out like, Okay, this, I have three solid like outfits, because I was flying to interviews and having that ready to go because there was a moment where I came back from one interview, I went home, I slept, I wash my clothes, and then I packed for the next one I left the next day. So having like, this is what I'm wearing to all my interviews is like, that was more important than you think it will be because that's one less thing that you have to worry about. Right? Things that maybe you don't think about packing: super glue, what if your shoe breaks? A tide pen? Like first. No, yeah, deadass. Like a tide pen, like medicine, like anti-diarrhea medicines. I was prepared for like, what if I get like a stomach flew on a dinner and then I can't do my job talk. So I packed all sorts of things that maybe people don't think of packing. So if you need a packing list, hit me up. So that was packing advice.

A

Alondra Garza 51:24

But in terms of preparing, as soon as I would get invited to an on campus visit, I would ask for an itinerary because from there, you can see, okay, I'm meeting with the dean, I'm meeting with HR, I'm meeting with the chair, I'm meeting with students. And so I printed out questions and I had them in a padfolio with little clear little folders. And so on the plane, I was looking over my questions, I had hard copies of my job talk, I had pictures of each person I was meeting, where they graduated from, their interest, one thing I can talk to them about, so I like don't freeze. And so everything printed, extra copies of your job talk over email, like on a hard drive, like everything possible. So that was sort of the best approach to packing and preparing my actual materials and questions for on campus visits.

T

Thaddeus Johnson 52:10

I'll add a little bit, but I mean, I know you're absolutely right, *inaudible* trying to give a top is not necessarily the best look. So I'll keep that in mind when I do more talks. I was lucky that I've been doing a lot of public work since I've been a student, and so you know, you kind of get comfortable with it, but you're still nervous. So the one thing I will say is like *inaudible*. And the one thing too, you know, you want to call people by name. And so you know, it's not it may be different in different places, but they don't want to be oh Dr. so and so so and so. No! You're a colleague, and you need to act like one and so you know, you be confident but not cocky and still be respectful. I say also learn about the students in many places students have a great voice, or they should. And you want to know their research. Not everybody. But you want to be able to speak to those things, call a few by name, that goes a long way. I will say too, you mentioned about the asshole person. Right? The Q&A, that's probably the most nerve wracking part. The one thing I always do was I'd turn around, you know, what are your thoughts? Or maybe it's, y'all hire me and this is something we can crack together. Those types of things, you know humor, and just, you know, kind of putting a volley of punting it back has really been helpful, and being excited about your work, right? If you're not excited about it, why the hell should they be excited about it? And also, you know, don't become defensive when they ask questions. And also take some time to, cause you know I like to engage, it's not like, but it can come across as aggressive, I don't mean it in any way. I'm like, this is so much fun. I've been waiting all my life for this, right, to get up here and nerd out. Right? And so, but you want to make sure you take time, because oftentimes they'll answer their own questions. Right? So you allow them to talk and have the floor because they're actually taking the process and all this stuff you just said. And the one thing I will say don't forget to tell a story. How'd you get to this research point? Personal. Professional. So what I did was a little bit about myself, my professional experiences as a police officer and being a black man and being an officer, right, I talked about the importance of equity to me, I talked about how everything I do, I will always look at that, you know, just see it as being a front. But I also, I had four papers before I did my dissertation. And I talked about the logic for 15 minutes. This is the logic. This is what I learned from this. I applied it here. I put together a tapestry, a book or fabric to show how I got right here. And if you hadn't figured out everything be up front. This is where I'm at right now. They know where you're at. Right? So don't be afraid to speculate, pontificate with caveats if you need to, right. Don't be afraid to bounce questions back and use it as an opportunity. Look, whether you get a job or not this is an opportunity to make your research better. Right. You know, you may have to always try to figure out what can you *inaudible* to make you actually better. Then I spent 30/40 minutes talking about the actual research and then taking a portion of that time to talk about, when I come here. This is what I'm going to do. This is what I need. And this is where I'm moving toward. And so you know those are, and we can talk about some questions and negotiations and things, but besides that, that was really how I did. And I highlighted my strengths. I think I have a great empirical imagination that also gets me in trouble. And I have great quantitative skills that I was trained in. I'm not trying to be cocky, but this, I'm the shit, right? You have to make them think you are the shit whether you are or not. And this is what I bring different. I'm a black man, a former police officer, who does this type of disparity work, and I've been trying quantitatively, and I think big. So guess what, I'm going to highlight it. If you like it, cool. If you don't, it's not the place for me anyway, and we're both going to be unhappy. So just really be yourself. Be confident. Like you said earlier, this is, you know, the work better than anybody, then yeah, so just know, just tell your story. And you have, you usually have 10 minutes, you go to ASC at 8 in the morning, you got 5/10 minutes to talk to nobody and do it. And now you have the time, relish it, take this time, you might not have it again. So that's it.

S

Sadaf Hashimi 55:52

I was saying you're so funny because you went into it's so enthusiastic, you're like this is my time to shine. The whole time during my job talk, I was like, I want this to end. I want this to end. So you're saying this I'm like oh my goodness, like amazing. And I think a majority of people I've heard a lot where it's like any presentation like you're up there, this is your time to shine. Any presentation I do from ASC to my job talk I'm like I need this to finish, now. Q&A I was like this is great that you're all so interested in my work, but like it's over.

T

Thaddeus Johnson 56:24

Look, I'm not averse to a technical issue...

S

Sadaf Hashimi 56:27

Right? And it was over Zoom too. Many times, I was like, hey, what if my Wi Fi went down right now? What would they do? I just wanted to share the perspective where it's like you might not necessarily be as excited. It's not like you don't want the job. But it's just like, sometimes I become very anxious. I'm generally not an anxious person, but at that job talk. I was like, I need this to stop. I need them to stop looking at them and stop listening to me.

A

Alondra Garza 56:58

Absolutely. I agree. Like I think the job talk is probably the most anxiety producing presentation. Even besides a dissertation defense. I don't know why. I think because you're in a new environment. I remember I wasn't sleeping very well like the night before, like because you have a whole day. Like if you go in person, it starts at like 7/8am all the way through dinner. I remember my very first one not sleeping. And I asked like can I see the room before like, have some time to set up. And that was good. If you're able to get a little bit of time in the room to at least get your bearings, figure out where the audience will be. That was a big tip. And having a hype playlist, like while getting ready, to some music. But yeah, I don't think anything can prepare you for your job talk other than I don't know, you just got to do it. You just got to do it. Rip the bandaid.

T

Thaddeus Johnson 57:47

Absolutely. I was just gonna say you know what your... is it Sadaf? How do you say it? I don't want to mispronounce your name.

S

Sadaf Hashimi 57:53

Sadaf.

T

Thaddeus Johnson 57:54

Sadaf, okay. I can barely say my own name, so just know that. That's why I say Thad instead of Thaddeus. I will say it's like any great performer and great athletes, they always say, you know, they're so nervous. You're Michael Jordan's your great performance and entertainers. They're just so nervous. But what you said was, you found that fortitude to push through, right? Because you have worked this hard. And even when you're in the classroom, it's a performance, right, you perform and it's an artistry. And so it doesn't matter how you feel on the inside, it's what you project and so I felt that's what you said. And I thought that was very telling that you feel that, but you're able to push through. And I think that's the beauty of academia sometimes it forces you to dig deep and find fortitude and resilience. Like damn, I didn't know I had that. I didn't know I could do these things. And so, you know, oftentimes, you're exhausted. But I think you all agree that it's very rewarding, once it's finally over.

S

Sadaf Hashimi 58:40

And my floor was my best friend at that moment.



Jenn Tostlebe 58:43

All right. So the final stage of the job market would be actually receiving that job offer and then going through negotiation. So how did each of you kind of approach this negotiation phase? Was there anything that was really important for you to ask? Did you have multiple offers and navigating the timing of those? Those kinds of things.

S

Sadaf Hashimi 59:08

So when it comes to negotiation, I think the one thing that I just would like to always, now I tell people as much as I can, is go into it well, relatively well informed, if you're going into anything asking for something, have your notes in place, be informed. And so an example of that essentially was what is the first thing you think of when you get a job? What's the salary, right? And people are so prone to negotiate salary. That's the first place your mind goes to. But a lot of these universities have their salaries posted online. And so what you do and what I did personally, is I went online and looked at the last three or four years and see what they were offering individuals who are getting hired at my rank. And then I would compare that to what they're offering me. And that would tell me two things. Is there room to negotiate and whether I want to negotiate too. Because if you're pretty on par with what everyone else is being offered, even just maybe 1,000 or 2,000, up and down just based on inflation, maybe you don't want to negotiate salary, maybe you want to take that time to negotiate something else. Negotiate a research stipend, negotiate courseload, or things like that. Just go into super well informed.

S

Sadaf Hashimi 1:00:15

But I think one of my main things that was really important to me was, I am a Canadian citizen. And so I really needed them on my side when it came to immigration. And so I talked to the director a lot, I wanted to make sure that they were going to lead my visa application and that they're going to just have my back when it came to that. And to that, get everything in writing, everything. So even if you had this, had the most wonderful conversation with your director,

with other people, and they're like, yeah, we can give you that we can give you that. That's great. Let's get it in writing. Because everyone's awesome. And this has nothing to do with the individual. People forget overtime, right? And so if you have it in writing and if it's in your contract, then it's there.

S

Sadaf Hashimi 1:01:01

And the final thing, I wasn't there at that time to think about this. But I think now more and more, just comparing Canadian ways and American ways, is look into your, your university's maternal and paternal. It's something that you might not ever think about, something that you might not be thinking about now. But in Canada, we have maternity leave. In America, you guys are crazy. It varies across universities. Some universities have nothing. So think about it, you're just having a child and you have no time off. And if that's important to you, I'm not saying this is important to everyone, but just look into it. Be informed if that's a process or a direction you want to go, just make sure you're informed as what's available to moms what's available to dads, too. And I think that would be the thing where I yeah, look into that.

T

Thaddeus Johnson 1:01:50

Yeah, I'll hop on because you kind of said some things that I was going to say. And I'll just kind of like just I guess, give some more examples of some of the things that you said. You know, I think it's important that everybody knows that you have to be realistic, understand the market. But you don't want to undersell yourself because your first salary determines your trajectory of salary. And so you want to get every penny, you don't want to nickel and dime your way through a negotiation. But you want everything that's coming to you. I will say, beyond pay and benefits. You know, one thing I asked for was a first year buy out, a course buy out, I asked for a buy out after my third year review. And I asked for buyout following my tenure approval semester, so I can reevaluate my life, right? And you want to go ahead and start thinking about these things, now. First of all, I think it shows you're thinking long term. That shows them that you plan on being here, but it also lets them know what you need and what your intentions are, it's hard to ask for that without funding or something to offset it. But its hard to ask for that down the road, oh have tenure, can I get a semester or a class out? They're gonna tell you to get the hell out of here, man, right, so you have to go ahead and negotiate it.

T

Thaddeus Johnson 1:02:52

Negotiate travel benefits. Our faculty gets traveled with benefits, any additional training is stuff I need to do, right and research startup funding, whether it's for a GA, whether it's for technology, whether it's for STATA or these types of things. And I went as far as even specifying the classes that I preferred. And I requested more seasoned GA, I didn't want a brand new GA, I wanted a GA with at least a semester under their belts, right? And also just those types of things, you want to think about everything. Your computer-I want this software, I want, I got a huge screen I asked for it, didn't think I was gonna get it, I got it. I need this type of processing, you know, you want to ask for this type of *inaudible*, they might say no, but you want to try to negotiate the things to make you comfortable. Because if you're working at a public institution, you're probably not going to get rich just starting off. So you need those things and your time,

your time is your currency. So you want to negotiate your time. I think that's really some examples of what you were saying earlier about, you know, research buy outs and those types of things. So you know, if you can think of it, get with your advisors.

T Thaddeus Johnson 1:03:53

You know, for me, I'm negotiating with the people who taught me how to negotiate. So that's very funny, right. And I remember we got to a point where we negotiated the household, we both negotiated with our department at the same time and so, you know, legally, they can't talk to both of us and we like, hey, we tryin to make it a household. How can we make this happen? And so, you know, we just have to figure out what hand you have to play and then go for what you want. It may not be monetary. Because mind you some research is more trafficked than others, unfortunately. I got lucky because everybody cares about policing. Five years ago, nobody gave a damn about it. Right. And so probably five years from now they won't, right, and anyone who's doing victimology, you know, just maybe five years ago, like mmmm, and now it's like, oh, places like Sam Houston are opening up centers, right. And never, you never would think that would happen before. And so you know, you just have to know the market and use that market to your negotiating advantage. And so I'll leave it at that.

A Alondra Garza 1:04:40

Yeah. So earlier, I said, answer your phone for initial interviews. So once you come back from campus visits, I would not answer my phone, because I knew that they were going to be offers and for me, like if I answered the phone, and it was an offer, I knew I was gonna be frantic and I was gonna say something dumb, or I was gonna say yes! And like, you know what I mean? So I did an, I took the approach of not answering my phone immediately, like I saw so and so's calling me, chair. And I would let it ring, and I'd let it go to voicemail. And I'm like, Okay, this is probably an offer. Let me think about what I'm going to say. So that was actually very helpful for me, because I can be kind of erratic, like on the moment. So I mean, take it for what it is, but I wouldn't answer my phone. I would let it ring. Because I got a couple of offers and I had to sort of navigate what that looked like. So I got an offer very early on in the market. But I had other interviews lined up. And so I was forthcoming, right, with my offer. I said, hey, you know what, I'm super excited about this. Thank you so much. Like, I'm honored. I'm excited. But I do want to let you know that I have already sort of setup another interview, like travel arrangements have been made. I took the approach of being honest, right and saying, like, this is what it is, like, I just want to let you know where I'm at in terms of my timeline, only because I literally had already made travel arrangements with another university. And so they were actually very receptive to that, right, me being honest, and saying, like, I'm gonna go on another interview, they're like, go ahead. I didn't get like a set time of like, this is how long your offer is good for. So I actually had an offer for a few weeks. So I went on the one that I already had scheduled. But then during that time, I got more, I got like two or three other campus interviews. And this is what I said about you need to sort of play your cards or sort of figure out what you want and weigh your options to think because it came to the point of deciding like, Okay, I've gotten this offer. And then another one came through. Are these my top two choices that I'm going to reject other on campus visits? I was scared of like holding on to offers too long, or trying to like, keep playing the field to where you're like, Oh, what if I lose what I have? And so it's kind of a delicate balance. And I don't think there's an answer, I think you have to sort of go with your gut instinct and your experience with the universities. And if you want to

keep going to other visits, but maybe lose an offer? I don't know. So I ended up not going to the rest of my visits beyond the one that I had already made those travel commitments that I was very forthcoming about. So I advise you to do that.

A

Alondra Garza 1:07:17

And then in terms of negotiating, I also was very, would tell people like, Oh, can you email me? Or can we do this in writing, like, I didn't like to do things on the phone. But I think also people that are negotiating with you don't like to do things like on hard copies, either way. Also, some advice that I got that was really great is ask for the world, no one's gonna rescind a job offer because of what you're asking, they're gonna tell you no. So ask for the salary that you deserve, right after you've done your research. Also, in terms of this last job market, everyone was interested in hiring a person of color, it was like, so sexy, and everyone cares about race and diversifying. And so take it for what it is like in terms of being sort of tokenized or like, okay you can benefit from being tokenized. I'll tell you that. Like, you're not going to tokenize me, I'm going to tokenize myself, and I'm going to ask for all these things. And I'm gonna use that as a bargaining chip, ultimately, that was sort of my approach to that. But yeah, so ask for the world, because no one is gonna tell no, they're just, they're not gonna take away your offer because of what salary you ask for.

A

Alondra Garza 1:08:22

I think you both mentioned great things. Base salary is important. Another thing that I negotiated and asked for is I need to teach a summer online class before I get there, because I'm going to graduate in May, I'm not going to have any income. And so how am I supposed to live? So that was important for me to negotiate. And like I need a summer class that I already have prepped, so that I can move and not worry about how I'm going to live. So that was something that was important to me, besides course releases, of course, extra professional development money, graduate assistants, all of those good things, but for sure that summer money was very important for me to have at least, you know, as myself in terms of my financial situation.

T

Thaddeus Johnson 1:09:03

I didn't have to move. But I think if you're moving to out of country, out of state, you know, out of your city, I think it's important to see if they have moving expenses or something, some type of aid, and if the department doesn't have the money for that, maybe the university does. Just trying to work that angle because you know, we broke coming out as students, you know. It didn't matter if you're married. It didn't matter if you be workin another job. You broke. You broke because you're tired or you broke because your pockets right, you know, and so you just want to see to try to get all those things that you wanted. And that's kind of build on the last question. So Sadaf, you can have the last word on this. But you know, you're talking about having multiple offers. Use that to your advantage, but be truthful because academia small. I wouldn't say Oh, I was offered this and come to find out that you went off it and now they're a liar. Get out of here, right. And so you want to use that. I have I have another place. And even if I asked for anything, just be upfront. You will be surprised at what little nudges may come your way if they really, really want you. It may come as far as a stipend. Oh, well, you know, we'll

give you a class off, would you want an online class, a hybrid? You never know, moving expenses. So you just want to try to just try to be upfront and not necessarily you want negotiate better terms. But even if it's just for like, Listen, this is a life decision. And most people in academia understanding because they've been there. And so that's one thing about academ, is that the process hasn't really changed as far as how it goes. And so at least you get some empathy and sympathy, I hope.

S

Sadaf Hashimi 1:09:10

I will agree. It's such a small network of people that you never, ever, ever want to lie because the truth will always come out. People talk, people talk when they have had a few drinks at ASC. Department heads talk. Be aware, and that is why you should lead everything like with respect and with caution, caution, and just know that anything you say could get back to someone else too. So just be really respectful along the process.

S

Sadaf Hashimi 1:10:31

But Alondra I love the idea that you mentioned this idea of it's such a hot commodity to hire person of color. It's become, it's become a thing that universities are increasingly looking for. And I think being a person of color. Now, and I don't know what the right answer to this is, but I just want listeners to think about this question. Do you want to be the first one in your university? And do you want to be the only one in your universe to do that? And the answer could be yes, the answer could be no, that's such a personal decision. But think about it. Whether that is a person of color, you're the first person or whether that's your research discipline, or your research area, or anything else. Do you want to be the first and I think, yeah, I've just been thinking about that a lot recently, too. And I'm like, I wish I would have thought about this a little bit more. A few years ago.

A

Alondra Garza 1:11:47

Yeah. I love that you pointed it that way. Because I think you're right. I think that's such a personal decision. I don't think we talked about it too much in terms of the questions right. But at least in the last job cycle, right? So many people were interested in like, do you study race and crime and right, it's like coded language to say like, we're looking for, like a woman of color, a man of color on our faculty, right? Like, that was such a, like I said, a hot commodity. And I think like when you're meeting with the chairs, with the Dean's, you know, say like, when did you start caring about how diverse your faculty was? Was it summer 2020? Like, Since when were you invested? And I would ask, okay, if you're gonna hire me, I may be the first in your department, right? That is, you know, a Latina Professor, what are you going to do to retain me like, what strategies? Like you hired me? But how are you going to support me? Like, do you have a caucus for faculty? How do you support your graduate students of color? Like, those are all questions, right? Like, being myself and my identity, my positionality in the market and what they were looking for that I was forthcoming about, like, because I'm not stupid, right? Like, I know why, like, this is obviously also important to you, but it is to me on this flip side. So I love that you framed it in that question, do you want to be the first? What does that mean to you? And what does that look like? And everyone's answers different. So I love that.

S

Sadaf Hashimi 1:13:04

Yeah, I'm a Middle Eastern woman from Afghanistan. Most likely, I'll be the first in any department. But it was just so interesting, some of the reactions or the questions people would follow up on. Even, maybe not even an interview, but your peers or your colleagues. And that's so telling. Right? And it's hard. It's, on one hand, I don't necessarily study race, I dabble into some things. I think it's hard not to study race now too, because everything intersects with race. Absolutely. It's a systematic thing. But to say, I'm a race scholar, I would never. And so when they think of it, or when they bring that up, just because you're a person of color, you're like, you don't want me to study race, because I haven't thought about this for the last 20, 30, 40 years, like some of my peers have, right? So just because I fit this mold does not necessarily mean I will fit this mold, right. And so it's just, it makes you think. And it also made me think that of both of you, you talked about retention, and a lot of it with policing right now, too. It's, it's easier to hire a person of color in policing. But the trick is, can you retain them? Right? And that's with us, too, it's easy to get someone on board to kind of throw everything they want, give them what they want, come on our faculty, but can you retain that individual in 2, 3, 4, 5 years? And I think that's something that department heads, who really want change and Deans need to think about as well, too. It's not just the hiring, it's the retention.

T

Thaddeus Johnson 1:14:29

Look, I know we got to move on, but oh my god. I asked that question. Am I just a token? Because I don't see many other faces. I didn't see other black guys, the other men and anyone else that was black. Things changed to the student body. And they were making moves. So I knew they were really moving toward it. But I asked them, am I the token? And basically it's like no, I don't see it that way. I see why you say that. But we have to start with somewhere with someone and they have made other moves to like back it up. But I wish I had thought about that in the conversations. Georgia State is a university that many of the students come from the same backgrounds and/or look like me or, you know, in some regard, right? Recommendation letters, the counseling, the additional stress from being non traditional, I would have talked about that. I would have thought about that more in my work load, but I've always been upfront with it. So I'll just tell you a quick story. You know, we talking about going on to the market, but don't stop advocating for yourself once you get into the office. And so we created this course, Reimagining Criminal Justice, I mean, The Justice System, and I've taught it two times. But mind you, I'm a race scholar, I'm a black man, I can't get away from this shit. I told them, like listen, I can't teach this class anymore, it can't fall on me, this has to be, it's a great thing that we're doing, but this is an emotional burden for me. I do research on racial differences and police-related fatalities. Each data point is a person, they will talk about it now because you're so attached to it, and then you have students that you want to give your all to because you know, you're the only person standing in the gap, but you're only one person. So I think you know, we need to have these conversations. Not only when we're going on the job market. But being mindful of that it can happen continuously as we go through and protect your mental health, because you deal with things that others don't deal with. Like I said, my wife, oh, you know, we're black and we deal with this, she's like I know, but I'm a woman. I'm like damn and I started watching things. I started watching when we present together how people may act toward her act toward me and, mmmm, right. So it's important that we have these conversations and that you have these conversations at the job talk, ask questions about this. And then as you're going through, protecting yourself and being ready to say because this may not be for you, but this is, I'm going to need this. And I'm going to need to have a call

audibles based on what I'm going through in my life. And I'm not saying that should be, you got to have your own truth you got to deal with to deal with your non negotiables. But for me, you know, I've done it before, and we'll go back and live in Jamaica and live off the land we've done once before. And I'll be fine. I said that because we came here to get what we want, and we don't want to be those tokens of doing all the tokening, everything that's black. Every black student, every other, ah. And so always advocate for yourself in the market and beyond. And don't be afraid to look in the public sector. Right.

S

Sadaf Hashimi 1:17:03

I totally agree.

S

Sadaf Hashimi 1:17:04

I don't want to continue the conversation for longer than it needs to be. But I just want to just kind of emphasize the importance of always having time and giving yourself the space to reflect. To reflect on where you are as a scholar, as a person, and your identity. And I think it's so easy as a grad student to be like, Hey, I got a job. My life is set. But it's, I just finished my first year as an Assistant Prof, things that I think about now were things that were not even on my radar when I was on the job market. And it's because I've given my space this past year, and I've been forced to reflect to like, I came from Newark, New Jersey, like that's where I did my PhD. That wasn't by chance, or that wasn't random. I chose Newark for the demographics, I chose Newark for the culture, I chose Newark for everything it had to offer, like that was a selection that I made. Then it came to Nebraska. Omaha, right. Omaha we're this little blue dot in this red state. And so what does that mean in terms of the student body? What does that mean in terms of your peers? What does that mean in terms of the larger culture? And these are things where it's great, I'm so happy where I'm at and I'm so happy it worked out. But give yourself some time to reflect on what being the only person that does something means for the university and what how that reflects into the larger population and larger demographics of where you're going to be situated and embedded in.

T

Thaddeus Johnson 1:17:04

Don't be afraid to look. We're talking about academe, but these same truths apply there. The work that we do in those spaces are greatly appreciated. And you make a great difference. And so just think about what difference it is that you want to make when you decide to go on the market. And when you're there, you know, always reevaluate Is this my truth, and I'll definitely shut up on that point and leave it alone. It's ya'lls fault. You motivated me.

J

Jose Sanchez 1:18:53

Alright, that's great stuff. But we do have to move on to probably Sadaf's favorite part, the last question, then you can go lay on the floor for a few minutes.

S

Sadaf Hashimi 1:19:04

I think I'm a preacher. You gotta cut that out, that's rude. I'm not gonna talk. I'm done.

J Jose Sanchez 1:19:21

Okay, so and Alondra, you've talked about this a little bit, but so what's the summer look like between you've accepted your offer, and the semester doesn't start for a few months. Alondra you mentioned you negotiated a class so you could make some money during that downtime, but just kind of maybe give us like the quick and dirty of how you navigated that sort of transition period of summertime. Sadaf you can go first.

S Sadaf Hashimi 1:19:45

Oh, oh, okay, sorry! I thought you were talking to Alondra! So for me, I had to finish relatively early just because of university policy at Rutgers. So I finished in March. essentially. And so that gave me a lot of time between March and August. But the fact that I was moving, that kind of crept into my time. And so what I did was honestly, from the day that I defended, for two weeks, I did not think. I just did not think. I put away everything. I did the bare minimum answered emails and things, but I just needed time to just reflect and just get my head some time. It had been like two months where it's like high pressure, even if you're not doing it, it's on you. Right? You're thinking about it constantly. And then I had promised myself that I wouldn't look into housing, or I wouldn't look into anything Omaha related until I passed, because you know, grad school insecurities, right? You just never know. And so I had about two months to look for a place to move to do all of that. And so I ended up just filling my two months with that, and just tying up loose ends. Because the last two months, I haven't done much on other things. So talking to students, finishing up some research stuff that I had promised people, tying up some papers. And then I ended up moving. And then after the move, I spent about a month in Canada before I started and just kind of vacationed and I had time to reflect and just enjoyed a little bit of my life, although like I would still work from here too. But there's just something beautiful about knowing you don't have to work, but you want to work. Whereas the last six months, it's like no, no, you don't want to work. But you have to work, right? And so that's where my headspace was before I started.

T Thaddeus Johnson 1:21:26

Yeah, I messed up. Well, not messed up. I finished my dissertation in the summer. So I went right into, truthfully I probably should have waited an additional year. But I was like, man, screw it, man. I'm tired of getting paid no money for the stuff going. So you know, I just might as well make the extra money. But the one thing that, I didn't take a break, I wish I had, we had still hadn't had a vacation. That was the summer of 2020. You've been writing, you've been grinding. The COVID pandemic, there's not much going on. And so it's hard to have work life balance. And so I didn't do it. But I think it's important to not just stop cold turkey, right and work when you want to work because there's going to be doing plenty of work. It's not glamorous on the other side. That's not to scare anyone away. But to set realistic goals like, we grind, right. It's not, it's just we're well paid graduate assistants for the most part, that lead our own research. And that's the that's the truth. And you grow when you mature into it. So I would

suggest, take some time. But keep things moving and organized. And so you can know when you hit the ground running, I can start on this. So game plan, and relax and enjoy this great accomplishment. And don't make the mistakes that I did.

T

Thaddeus Johnson 1:22:29

Great point. Don't wait till the fall to get your keys, your ID. You're absolutely right. Go ahead and get that stuff as soon as you can in the summer when nobody's there because there can be a headache if you wait. See, I've done it. So there'll be a headache if you wait til then. So again, don't make the same mistakes I made.

A

Alondra Garza 1:22:29

Yeah. So I mean, for me, I also finished kind of early because of university policies. I defended my dissertation in March. So similar to what you said, I could not think about moving because I was like, what if I don't pass my dissertation defense like, so that was in the back of my head. When literally if you're defending it's because like you're ready, there's no world in where your advisor lets you defend, right unless you're not going to pass. But so Yeah, same thing. So I didn't really feel like I could come visit Orlando and look for housing, or do anything until I defended. So I did that. Looked for housing in April, May same thing sort of wrapping up projects. And I had a big graduation party and celebrated with my friends and family. I've taken some time off, I went on a cruise like out of Orlando with my partner and but I'm teaching this online class. So that's been kind of nice, because it's very low maintenance. It's a class I had prepped, but also gave me a little bit of like starter insight into like, I used to be on Blackboard at my old institution and now I'm on Canvas. And so that's been nice to get like sort of like the mandatory teaching trainings that you have to do sort of underway. So I do feel like I'm taking a little bit of a break. But again, working when I want to or when I need to. Starting to do a little bit of like fall prep, yeah, and just sort of moving things along and trying to sort of enjoy I think what's left of summer before August gets here, which is just disrespectfully close. So yeah, that's what my summer's sort of looked like since graduating.

J

Jose Sanchez 1:24:20

Well, that's all the time we have for today. Thank you all for being here. It was a great discussion.



Jenn Tostlebe 1:24:26

Yeah, thank you so much!

J

Jose Sanchez 1:24:26

It's a lot of great things, especially for the two of us that are going to be going on the market soon. Jenn sooner than I.



Jenn Tostlebe 1:24:33

I'm definitely going to be relistening to this multiple times. So thank you to all three of you.



Sadaf Hashimi 1:24:38

And reach out if you need anything. I have a lot of resources I've saved over time that I'm happy to send you.



Jenn Tostlebe 1:24:44

Awesome.



Sadaf Hashimi 1:24:45

Yeah, absolutely.



Jose Sanchez 1:24:47

And where can people find you know, I know we've mentioned like Twitter, but do you have like other venues like email ResearchGate Google Scholar, all that jazz?



Thaddeus Johnson 1:24:56

Yeah, I'll send it to you.



Sadaf Hashimi 1:24:57

Yeah, I think for me, I've Twitter Sadaf_Hashimi, I think that's what it is, that's how dedicated I am. I have an email SHashimi AT Universityofomaha.com. But I think I'm pretty searchable. Google me.



Thaddeus Johnson 1:25:14

Same. I'm on Twitter.



Jose Sanchez 1:25:16

Okay, great. I will post all that stuff too in our website and episode description. But yeah, thank you again. We really appreciate it. And we hope to talk with all of you again in the future.



Thaddeus Johnson 1:25:27

Hey hold on, hold on a second. Alondra, we need to talk because I think you know, so...



Alondra Garza 1:25:32

Wait we're still recording!



Thaddeus Johnson 1:25:35

We need to talk. It'd be great to catch up. So we'll catch up.



Jenn Tostlebe 1:25:40

Awesome. Thank you everyone.



Jenn Tostlebe 1:25:43

Hey, thanks for listening!



Jose Sanchez 1:25:44

Don't forget to leave us a review on Apple podcasts or iTunes. Or let us know what you think of the episode by leaving us a comment on our website, thecriminologyacademy.com.



Jenn Tostlebe 1:25:54

You can also follow us on Twitter, Instagram, and Facebook @thecrimacademy.



Jose Sanchez 1:26:01

Or email us at thecrimacademy@gmail.com See you next time.



Jenn Tostlebe 1:26:11

See you next time!