

# Demystifying the Academic Job Market

Jim Lubben, PhD

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# Academic Job Market from the University's Perspective

- 1. Secure approval for search*
- 2. Establish a formal search committee*
- 3. Create & post job listing*
- 4. Screen written applications*
- 5. Conduct screening interviews*
- 6. Arrange for candidate campus visits*
- 7. Deliberate and select a candidate*
- 8. Negotiate with candidate*
- 9. Facilitate relocation & provide necessary set-ups for the new faculty colleague*

# Academic Job Market from the Candidate's Perspective

- 1. Develop a highly marketable CV*
- 2. Search academic job listings*
- 3. Write a targeted cover letter*
- 4. Manage the many conversations*
- 5. Obtain screening interviews*
- 6. Secure campus visit*
- 7. Prepare for visit including job talk*
- 8. Build impression of productive scholar as well as a desired future colleague*
- 9. Consider offers, negotiate & sign a contract*
- 10. Relocate & set-up new scholarly platform*

# Academic Job Markets are Very Heterogeneous Part I

## ***FOCUS OF FACULTY SEARCH:***

- ✓ *Top-notch research scholars*
- ✓ *Superior teaching*
- ✓ *Large classes or small seminars*
- ✓ *Specialists versus generalists*
- ✓ *Practice experience*

# Academic Job Markets are Very Heterogeneous Part II

## ***NATURE OF UNIVERSITY:***

- ✓ *Public or private*
- ✓ *Regional variations*
- ✓ *Religious affiliation*
- ✓ *Social work's fit with campus mission*
- ✓ *Related disciplines on campus*
- ✓ *Etc.*

# Educational Institutions by Level of Social Work Program

- *BSW Programs: CSWE & BPD*
- *MSW Programs: CSWE & NADD*
- *PhD Programs: GADE & NADD*

# SW Educational Institutions by Carnegie Classification

- Research Univ. – Very High (RU/VH)
- Research Univ. – High Research (RU/H)
- Doctoral Univ. - Some Research (DU/RU)
- Masters Colleges & Universities (3 levels)
- Baccalaureate Colleges (3 types)

<http://classifications.carnegiefoundation.org/>

<http://classifications.carnegiefoundation.org/resources/faqs.php>

# SW Educational Institutions by Carnegie Classification (USA)

|                          | <i>Number</i> | <i>High or VH Research University</i> | <i>Other Type of University</i> |
|--------------------------|---------------|---------------------------------------|---------------------------------|
| <b>CSWE<br/>BSW</b>      | 470           | 18%                                   | 82%                             |
| <b>CSWE<br/>MSW</b>      | 203           | 47%                                   | 53%                             |
| <b>GADE<br/>Doctoral</b> | 69            | 85%                                   | 15%                             |



# The Future Social Work Professorate

- *Number of social work doctoral graduates seeking full-time academic appointments remains less than the current demand for new faculty.*
- *This shortage likely to worsen with the imminent retirement of “Baby Boomer” faculty.*

*Today’s doctoral students are tomorrow’s faculty*

# FREQUENTLY ASKED QUESTIONS

- *Where are academic jobs posted?*

**CSWE Career Center**

**[http://careers.cswe.org/home/home.cfm?site\\_id=392](http://careers.cswe.org/home/home.cfm?site_id=392)**

# FREQUENTLY ASKED QUESTIONS

- *When are jobs posted for a fall semester?*
- *What if I'm not ready to go on the market, what's the best use of the year between school and a faculty position?*
- *I hear the phrase, attend CSWE or SSWR conference but how will that lead to a job?*

# Final Discussion Points

- *The job search can be very stressful and so maintain good health habits*
- *Take full advantage of mentors to navigate the academic job market*
- *Take full advantage of all components your social network*
- *Stay focused and good luck!*