



The Academic Job Search: Workshop for Applicants

***AOM 2017 – Atlanta, GA
At the Interface***

Marianne Miller
Scott Sherman
Sammie Robinson
Wendy Kramer
Mike Ryan

AOM Placement Services



Presentation Overview

- **Job Search Statistics**

- **Job Search Process**

- Academy Interviews**

- Campus Interviews**

- Helpful Hints**

- **Questions**



Job Search Statistics

AOM Placement Services

Year	Number of Applicants	Number of Positions	Applicant to Position Ratio
2017 ¹	823	407	2.02
2016 ²	1096	442	2.48
2015	600	414	1.45
2014	600	414	1.40
2013	663	379	1.75

1 As of 7/30/2017

2 First year Placement Services Free to AOM Members



When to Enter the Academic Job Market

■ PhD Students

- 0% Pre-comps
- 10% Comps completed
- 22% Proposal accepted
- 23% Collecting data
- 31% Waiting to defend
- 4% Dissertation defended



Job Search Process: Step One

■ Creating Your Vita

- Education & Degree Progress
- Research
 - Published
 - In Progress
- Academic Activities
- Teaching Experience & Evaluations
- Work Experience
- Honors & Awards



The Process: Step Two

- **Self Assessment of Personal Goals & Preferences**
- **Interviewing at National & Regional Conferences**
- **Registering on Job Sites**
- **Practice Interviews/Job Talks**



Job Packets

- **Should include all of the basic info requested by departments (electronic or printed)**
 - **Cover Letter (vary by application)**
 - **Vita**
 - **Dissertation Overview**
 - **Other Writing Samples**
 - **Research Philosophy**
 - **Teaching Philosophy with Evaluations**
 - **Separate Letters of Recommendation (vary by application)**



Sources for Academic Position Information

- **AOM**
- **Regional Conferences**
- **Chronicle of Higher Ed**
- **Higheredjobs.com**
- **School/Discipline websites**
- **International sites (akadeus.com)**



The Process: Conferences

■ Before the Conference

- Contacting Schools
 - Telephoning/Skype/Emailing
 - Sending vita/job packets
 - Mock Interviews

■ During the Conference

- Contacting Recruiter
 - Telephoning
 - Conference intranet/e-mail
 - Meeting at sessions/social events
- “Always On”



■ **AOM Placement Services**

- **Marriott International Level (Lower level)**
- **International 1 is Placement Office**
- **Friday 11 am – 5 pm**
- **Saturday 8 am – 5 pm**
- **Sunday 8 am – 5 pm**
- **Monday 8 am – 5 pm**
- **Tuesday 8 am – 12 noon**
- **Interviews tables available 8 am - 8 pm F-M**



Recruiters Decision to Interview

(Survey by Nancy McIntyre & Mary Jo Jackson)

- Degree Status – 86%**
- Compatibility – 80%**
- Teaching Experience – 77%**
- Quality of Publications – 73%**
- Reputation of Degree-granting Institution/Advisor – 75%**
- Number of Publications – 54%**
- Gut Feeling – 53%**



Decision to Invite to Campus

- Applicant fit (87%)**
- Degree Status (85%)**
- Teaching Experience (84%)**
- Quality of publications (83%)**
- Compatibility to job opening (76%)**
- Degree-granting institution reputation (72%)**
- Number of publications (68%)**
- “Gut” feeling (53%)**



The Process: Campus Visit

Time on Campus

- Interviews/Faculty Meetings
- Presentations
 - Research
 - Teaching
- Networking / Socializing
- Two-Way Assessments of “Fit”



The Job Offer

Subjects for Negotiation

- Salary
- Research support (81%)
- Number of courses/preps
 - 42% release time
- Travel for Research/Conferences (94%)
- Technology (70-80%)
- Moving Expenses
- Summer Funding
 - 45% summer teaching
 - 71% summer research support

AACSB Salary Trends

	2013-2014	2014-2015	2015-2016	2016-2017
New PhDs	114.1	110.9	113.8	118.1
Instructor	73.4 (69.7)	77.1 (73.3)	77.5 (72.0)	80.0 (76.6)
Assistant	111.8 (111.6)	111.8 (113.3)	117.2 (117.3)	119.0 (118.0)
Associate	119.4 (130.3)	122.1 (130)	126.4 (145.6)	130.9 (124.8)

() indicates average salary for new hires at each level



AACSB Salary Trends

New Hires

New Doctorate Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2016	% Change From 2015
Accounting/Taxation	156.9	0.0
CIS/MIS	117.9	9.7
Economics/Mgr Econ	101.7	10.3
Finance/Banking/RE	155.1	7.3
OB/HR/IB/Strategy	118.1	3.7
Marketing	125.6	-0.9
Production/Logistics	140.2	10.6
Methods/Ops Res/Stats	118.7	-1.3
Combined	128.6	2.9



2017 Candidates by Preference

	On <u>Market</u>	At Career <u>Fair</u>
■ BPS	71	35
■ OB	108	59
■ ENT	51	18
■ HR	20	9
■ IM	19	7



Helpful Hints

- Be realistic about constraints & deadlines when evaluating offers**
- Be comprehensive when negotiating, and get it in writing**
- Be careful playing offers against each other**
- Be open with significant others about the decision-making process**
- Understand the impact of salary compression**



Helpful Hints

- Do your homework on faculty, department & university**
- Practice interviews**
- Discuss your preferences & options with family & advisors**
- Watch what you say and do (manage perceptions)**
- Ask about research & tenure expectations**



Helpful Hints

Placement Coaches

- Service for Job Candidates
- Effort to Apply Our Experience to Improve Candidate Preparation
- Willingness to Help
 - Candidate with CV/Job Process Question
 - Candidates with Unique Circumstances
 - Assistance With Other Questions or Issues