



The Academic Job Search: Some Insights into the Process

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AOM Placement Services



Overview

- **Vital Statistics**
- **The Process**
 - **Academy Interviews**
 - **Campus Interviews**
 - **Helpful Hints**
- **Questions**



2010 AOM Placement

Applicants

- 723 - 521 active
 - 2009 - 676
 - 2008 - 319

Positions

- 289
 - 2009 - 260
 - 208 - 172

(as of 26 July 2010)



Positions Open through AOM

(as of 5 August 2010)

	2007	2008	2009	2010
BPS	169	148	92	116
OB	141	128	86	92
HR	85	95	54	56
Int'l	84	72	46	56
Entrep.	114	116	61	72
OT	60	60	35	33



Faculty Trends

AACSB Study 2009-2010 510 US schools
Management Discipline

	Percentage
Professor	30.9%
Associate Professor	26.5%
Assistant Professor	28.8%
Instructor	13.8%



Faculty Trends

AACSB Study 2009-2010 510 US schools
Management Discipline

	All Ranks
1996-1997	15.2%
1999-2000	16.2%
2007-2008	16.7%
2008-2009	17.0%
2009-2010	20.3%



Applicants Registered on AOM

(as of 5 August 2010)

	2007	2008	2009	2010
BPS	276	189	294	259
OB	291	177	286	288
HR	172	141	205	190
Int'l	166	99	284	44
Entrep.	162	142	173	166
OT	139	82	174	217



Entering the Academic Job Market

■ Grad Students

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



The Process: First Step

■ Creating Your Vita

- Education
- Activities
- Work experience
- Teaching Evaluations
- Awards
- Research
 - published
 - in progress



The Process: Step Two

- **Researching Positions**
- **Attending National and Regional Conferences**
- **Registering on Job Sites**



Sources for Academic Position Information

- **AOM**
- **Regional Conferences**
- **Chronicle of Higher Ed**
- **Higheredjobs.com**
 - **195 as of 31 July 2010**
- **School websites**
- **Discipline websites**



The Process: Conferences

■ Before

Contacting Schools

- Telephoning
- Emailing
- Sending vita

■ During

Contacting Recruiter

- Telephoning
- Conference intranet
- Meeting at session or social events



The Process: Conferences

■ AOM Placement Services

- Hilton Montreal Bonaventure
Fontaine C
- Saturday, Sunday & Monday
- 8:30 am – 4:30 pm



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 – 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%)**
- Reputation of degree-granting institution (72%)**
- Number of publications (68%)**
- “Gut” feeling (53%)**



The Process: Campus Visit

- Interviews
- Presentations
 - Research
 - Teaching
- Networking / Socializing



The Job Offer

Subjects for Negotiation

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



Mean Salary Trends - Management

AACSB Study 2009-2010 510 US schools

	2007-2008	2008-2009	2009-2010
New PhD	101.4	101.8	105.7
By Rank			
Assistant	98.1	103.1	104.4
Instructor	60.4	65.3	67.4



Helpful Hints

- Academy Interviews**
- Campus Interviews**
- Do's and Don'ts**



The Job Offer Negotiation

- **Salary**
- **Research support**
- **Number of courses/preps**
- **Relocation**
- **Travel**
- **Technology**
- **Summer Funding**
- **“Tenure Clock”**



Questions?