Successfully Navigating Your Future on the Academic Job Market

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www.GADEPhD.org
Types of Positions

• Research intensive universities
  – Highly trained researchers with a clearly articulated research program
  – Demonstrated abilities and accomplishments in publications, presentations, grant submissions

• Teaching universities
  – Practice and teaching experiences

• Advantage of practice experience
  – CSWE requires an MSW and 2 years post-MSW experience to teach “direct practice” classes
Locating Positions

- Roughly 600 social work departments in North America, and also opportunities in other countries
  - [www.careers.cswe.com](http://www.careers.cswe.com)
  - [www.chronicle.com](http://www.chronicle.com)
State of the Job Market

• Plenty of opportunities
  — Many more academic job positions than most other disciplines

• 129 tenure-track position announcements listed on CSWE job board as of 10/26/19, some are hiring for more than one position.

• Competition
  — 77 PhD programs in US and producing about 350 graduates per year.
  — 15 DSW programs, many established in last several years.

• Rapidly aging academic workforce
ROUGH TIMELINE FOR THE SOCIAL WORK TENTURE-TRACK JOB MARKET

There is no standard schedule for job announcements, campus visits, job offers. Some schools do multiple rounds.

<table>
<thead>
<tr>
<th>Approximate timing</th>
<th>Activity</th>
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<tbody>
<tr>
<td>Late summer/early Fall/Winter</td>
<td>Job announcements and related deadlines</td>
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<tr>
<td>Early Fall/Winter</td>
<td>Telephone/Skype/Zoom screening</td>
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<tr>
<td>Fall/Winter</td>
<td>Practice for interviews &amp; job talk</td>
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<tr>
<td>October/November</td>
<td>CSWE Conference - interviews</td>
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<tr>
<td>January</td>
<td>SSWR Conference - interviews</td>
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<tr>
<td>November - March</td>
<td>Campus visits</td>
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<td>November - April</td>
<td>Job offers</td>
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Observed Trends this year.....

- Announcements come out later
- Deadline for application goes into November or even December
- Post APM video screening interviews
- Interviews at SSWR
It’s a GREAT Market!!!!

BUT.....

Your “dream” job might require a move
THE EVOLUTION OF INTELLECTUAL FREEDOM

I'M GOING TO RESEARCH WHATEVER I WANT!
I'M GOING TO RESEARCH WHATEVER MY PROFESSOR WANTS!
I'M GOING TO RESEARCH WHATEVER MY TENURE COMMITTEE WANTS!
I'M GOING TO RESEARCH WHATEVER MY GRANT COMMITTEE WANTS!
I'M GOING TO RESEARCH WHATEVER I WANT!

BEFORE GRAD SCHOOL
GRAD STUDENT
ASSISTANT PROFESSOR
TENURED PROFESSOR
EMERITUS PROFESSOR

“Research In Peace”

WWW.PHDCOMICS.COM
Decide on What School to Apply

You and Your Academic Job: A good match

• The match: Level of the university and substantive areas: child welfare, substance abuse, practice, mental health, health, etc.

• Other Considerations: Geographic area, Partners and Families, Work/Family Balance, School Climate
Decide on What School to Apply

Types/Levels of institutions or post-doc

• Research intensive schools
• Research and teaching
• Teaching & administration
• Post-doc positions

Choose top schools and/or post-doc positions to pursue and do homework about them (use detailed spreadsheets)
Use national market Forthcoming graduate books to build your own CV
The Application Packet

• Your CV is the heart of the application

• Cover letter: fills gaps, highlights strengths, explains how you are a good fit
  – Two to three pages (no more than three)
  – Proof read, proof read, proof read!

• Send exactly what is requested:
  – Writing sample(s)
  – References or reference contact information
  – Teaching philosophy and/or evidence of effectiveness
  – Diversity statement
Cover Letter Components

- Position applying for
- Why you are good fit
- Highlight CV sections
- Research
  - Dissemination
  - Funding & grants
  - Trajectory
- Teaching
  - Experience
  - Courses you could teach (that they offer)

- Practice
  - Years post-MSW
  - How relates to research and teaching
- Service
- Defense date?
- Contact information (attending CSWE or SSWR)
- Visit website for each application
- Personalize as possible
Things to Avoid

• Inadequate proof reading (wrong university)

• Submitting an incomplete application

• Try to avoid being “high maintenance” – Multiple e-mails

• Applying at the last minute
Things to Do

• Enlist help!

• Have multiple mentors review materials

• Line up multiple people for reference letters
  – Ask permission from each faculty member
  – Avoid generic letters
  – Make it easy for them to accommodate your request (provide addresses, names, specific information)

• Ask faculty for list of interview questions

• Set up “mock” conference interviews
More Things to Do/Remember

• Breathe!

• Remember self-care

• Marathon not a sprint (have a regular “application hour”)

• Name and page number as header on each CV page

• If your name is hard to pronounce, help them

• Enjoy the process—not many people get to do this!

• Remember your strengths! Don’t allow yourself to get psyched out by someone with more publications, research or something you don’t have—focus on what you DO have!
Interviewing at CSWE/SSWR

• Prepare, prepare, prepare
• Practice, practice, practice
• Know who they are; do your homework
• Know who you are and show your strengths
• Learn as much about the interviewers and their school as you can

• Bring energy bars!
At the Interview

Interview questions will (likely) focus on:

• Your research
• Your teaching
• Your practice experience
• Your future agenda
• Funding
• Your contributions
• Diversity/Inclusion

Be prepared with questions for them:

• Research support
• Mentoring
• Tenure expectations
• Organizational culture
• What they enjoy about their job
• Something specific to the school
Phone/ Skype/Zoom interviews

- Practice
- Make it real, relax and be you
- Remember your message
- Have talking points memorized
- Make reminder notes
- Dress “up”
- Lean in / show interest
Tips for Phone/Skype/Zoom Interviews

• Prepare for your surroundings
• Consider using an office at school
• Practice, practice, practice
• SMILE
• Make sure the technology works for you
Scheduling Campus Visits

• Usually 1-2 days

• Ask the Search chair about the visit schedule; expectations for the job talk

• Request to meet with individuals including potential collaborators outside of SW regarding research, diversity or other issues important to you
Campus interviews

• Prepare, prepare, prepare
• Practice, practice, practice
• Anticipate questions
• Plan for a tiring experience
• Dress for success
• Be yourself
• Remember informal meals and interactions are part of the interview
Remember the Psychology of Job Hunting

• Focus on your strengths
• Let your passion be infectious
• You’re interviewing them as much as they are interviewing you
• Take care of yourself
Offers!!!!

• Never accept right away!
• Be sure to do negotiating over email/writing
• Get advice, Do research, Understand “Compression”
• What can be negotiated:
  – Salary
  – Start date/Decision date
  – Teaching load/schedule (first year, first several years)
  – Research/Teaching assistants
  – Moving expenses/Visit to tour houses
  – Start-up funds/Computer funds
  – Conference travel/Research support
  – Summer funding (without teaching requirements)
  – Guaranteed junior leave/Sabbatical
  – Assistance for partner/Partner hire
  – Tenure Expectations (if you are coming from another position)
Is A Post-doctoral Position Right For Me?

GADE: Navigating Jobs
Types of Post-Doctoral Positions

- Developmental and Training
- Project Oriented
- Hybrid
Landing A Post-Doctoral Position

- Interdisciplinary and Teamwork
- Focused Research Trajectory
- Networking and Connections

Sources: Ads-PhD director and Associate Dean for Research, Mentors
SSWR
https://secure.sswr.org/resources/doctoral-student-center/doctoral-student-center-employment/

“My team has created a very innovative solution, but we’re still looking for a problem to go with it.”
Questions!
Resources


Group for the Advancement of Doctoral Education (GADE) http://www.gadephd.org/.
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