Demystifying the Academic Job Market

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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)

<table>
<thead>
<tr>
<th>Type of University</th>
<th>Number</th>
<th>High or VH Research University</th>
<th>Other Type of University</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSWE BSW</td>
<td>470</td>
<td>18%</td>
<td>82%</td>
</tr>
<tr>
<td>CSWE MSW</td>
<td>203</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td>GADE Doctoral</td>
<td>69</td>
<td>85%</td>
<td>15%</td>
</tr>
</tbody>
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[http://www.carnegiefoundation.org/classifications/](http://www.carnegiefoundation.org/classifications/)
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
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!*