World of Work: The Academic Job Search

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Types of Positions

- Tenure Track
  Assistant Professor
- Non Tenure-Track (Adjunct)
  Assistant Professor
- Contractually Limited (Adjunct)
  Assistant Professor
- Sessional Lecturer (Adjunct)
Tenure and the job ...

TENURE:
- academic competence, maturity, significant scholarly achievement demonstrated by contributions to the academic functions of the University and to the member’s discipline within and outside of the University.

- Teaching
- Research and/or Scholarship
- Service
- Academic Freedom
In Canada ...

- Number of faculty positions vary depending on government spending, the number of university-age students, attendance rate, discipline;
- Number of university professors is expected to increase slightly over the next few years and current prospects are good.

Source: Service Canada.
In the United States ...

- Post-secondary positions expected to grow by 17% from 2010 to 2020;
- Non-tenure-track - adjunct and part-time positions;
- Increased competition for tenure-track positions;
- Nursing and engineering

Places to Search

Jobs in Canadian Colleges and Universities
   http://www.edujobscanada.com/
University Affairs:
   http://www.universityaffairs.ca/careers.aspx
Chronicle of Higher Education
http://chronicle.com/
Senior Women Academic Administrators of Canada (SWAAC) http://www.swaac.ca/Opportunities.htm
Higher Ed Jobs
http://www.higheredjobs.com/faculty/
Journals: e.g. Science, Nature
http://sciencecareers.sciencemag.org/
http://www.nature.com/naturejobs/index.html
Conducting Your Search
Tenure Track

Not just a job

A life decision

Check out the department, the university and the community

You are also interviewing them!
Making Your Decision

**Academic fit**
- discipline, specialization, department

**Institutional fit**
- mission, vision, faculty policies

**Financial fit**
- salary, pension, benefits

**Personal fit**
- climate for singles, families, women, minorities, accommodation of disabilities
New Faculty Support

Relocation assistance – policy, procedures, contact

Immigration assistance – process assistance, legal advice and $$$

Orientation program/new faculty handbook

Work-family – child care, spousal employment, parental leave

Health-wellness -- health care, stress management, EAP

Finances – housing loans, financial planning, group insurance rates, bank plans
New Faculty Support

**Life skills** – development opportunities available to faculty/staff

**Central point of contact**
- “one-stop shopping” (HR, Faculty Recruitment & Retention, Faculty Relocation, Family Support, Work-Life)

**Department admin assistant**
- a good friend to have on your side!

**Teaching support**

**Research support**
Challenges once you are there

Collegiality vs loneliness and disillusionment

Unclear/conflicting expectations around distribution of effort, P & T

Workload and time pressures of multiple, competing demands
Tips for Success

The Chair is your friend!
Establish collegial relationships and gain acceptance of colleagues
Identify and meet campus expectations
Effective time allocation and management: reserve time for essentials, aim for balance
Seek out those who are in “the know”
Supporting Early-Career Faculty

- clear performance expectations
- feedback on progress
- collegial review process
- flexible timelines for tenure
- mentoring by senior faculty
- mentoring and feedback to grad students
- department chair as career sponsor
- support for teaching
- support for scholarly development
- work-life balance
Resources for Academic Job Search

- University of Guelph Faculty Recruitment Procedures
  http://www.vpacademic.uoguelph.ca/frprocedures/
- AUCC University Affairs
  http://www.universityaffairs.ca
- CAUT Bulletin
  http://www.caut.ca/
- See also the Annual CAUT Almanac for salary information
  http://www.caut.ca/uploads/2012_CAUT_Almanac_en.PDF
- The Chronicle On-Line
  www.chronicle.com
  http://www.phds.org/
- http://www.higheredjobs.com
- http://www.academiccareers.com
Thank you

Questions?