

# **World of Work: The Academic Job Search**

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The logo for the University of Guelph, featuring the text "UNIVERSITY of GUELPH" in white serif font on a black background.

**UNIVERSITY  
of GUELPH**

**CHANGING LIVES  
IMPROVING LIFE**

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# Types of Positions

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- Tenure Track

  - Assistant Professor

- Non Tenure-Track (Adjunct)

  - Assistant Professor

- Contractually Limited (Adjunct)

  - Assistant Professor

- Sessional Lecturer (Adjunct)

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# Tenure and the job ...

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## 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
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# In Canada ...

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- 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.

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# In the United States ...

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- ❑ 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

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

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# Places to Search

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## **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>

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# Conducting Your Search Tenure Track

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**Not just a job**

**A life decision**

**Check out the department, the university  
and the community**

**You are also interviewing them !**

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# Making Your Decision

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## **Academic fit**

- discipline, specialization, department

## **Institutional fit**

- mission, vision, faculty policies

## **Financial fit**

- salary, pension, benefits

[http://www.caut.ca/uploads/2009\\_2\\_Staff.pdf](http://www.caut.ca/uploads/2009_2_Staff.pdf)

## **Personal fit**

- climate for singles, families, women, minorities, accommodation of disabilities
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# New Faculty Support

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**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

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# New Faculty Support

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**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**

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# **Challenges once you are there**

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**Collegiality vs loneliness and  
disillusionment**

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

**Workload and time pressures of  
multiple, competing demands**

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# Tips for Success

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**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”**

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# Supporting Early-Career Faculty

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- 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
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# Resources for Academic Job Search

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- ❑ **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](http://www.caut.ca/uploads/2012_CAUT_Almanac_en.PDF)
  - ❑ **The Chronicle On-Line**  
[www.chronicle.com](http://www.chronicle.com)  
<http://www.phds.org/>
  - ❑ <http://chronicle.com/jobs/> **Chronicle of Higher Education (Career Services subscribes)**
  - ❑ <http://www.higheredjobs.com>
  - ❑ <http://www.academiccareers.com>
  - ❑ <http://www.acsp.org/jobs/jobs.html> **(Planning Academic Jobs)**
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# Thank you

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# Questions ?

The logo for the University of Guelph is presented in a vertical rectangular box. The top half of the box is black, and the bottom half is red. The text 'UNIVERSITY of GUELPH' is centered in the black section, with 'UNIVERSITY' and 'GUELPH' in a white serif font and 'of' in a smaller, italicized white serif font. The text 'CHANGING LIVES IMPROVING LIFE' is centered in the red section in a white serif font.

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