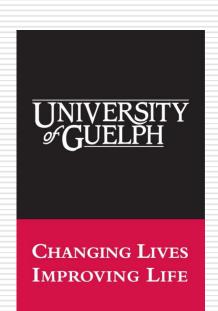
## World of Work: The Academic Job Search

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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

AcademicFreedom

### 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 parttime positions;
- Increased competition for tenuretrack positions;
- Nursing and engineering

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

### 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) <a href="http://www.swaac.ca/Opportunities.htm">http://www.swaac.ca/Opportunities.htm</a>

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 http://www.caut.ca/uploads/2009\_2\_Staff.pdf

#### 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 п 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) П

## Thank you

## Questions?



CHANGING LIVES
IMPROVING LIFE