



**Creating A Better
World Together**



ACADEMY OF
Management

Career Services Ins and Outs for the Job Seeker

Angela K. Miles, Ph.D.

Career Services Committee Director

North Carolina Central University

Sally Sledge, Ph.D.

Career Services Committee Associate Director

Norfolk State University

CAREER SERVICES COMMITTEE: Who we are

- AOM members who volunteer to help provide a Career Services experience that meets the needs of the members of AOM worldwide
- Any AOM member may volunteer



Presentation Overview

- Job search statistics
- Job search process
 - Academy interviews
 - Campus interviews
 - Helpful hints
- Career Services Support (Coaching)
- Questions

Historical AOM Placement Data

Applicants (applicants to jobs)

- 2019 – 600
- 2020 - 1052
- 2021 – 1309, 793 active job seekers

Positions

- 2019 – 379 listed at AOM
- 2020 - 166 as of 8/5/20
- 2021 - 197, 140 schools

(2019, approximately 1.58 applicants to jobs; 2020 approximately 6.34 applicants per job, 84 hiring institutions; 2021 approximately 6.64 applicants per job);



2022 AOM Data

304 job seekers attending on-site and 160 who have indicated virtual participation (not sure of cross-over)

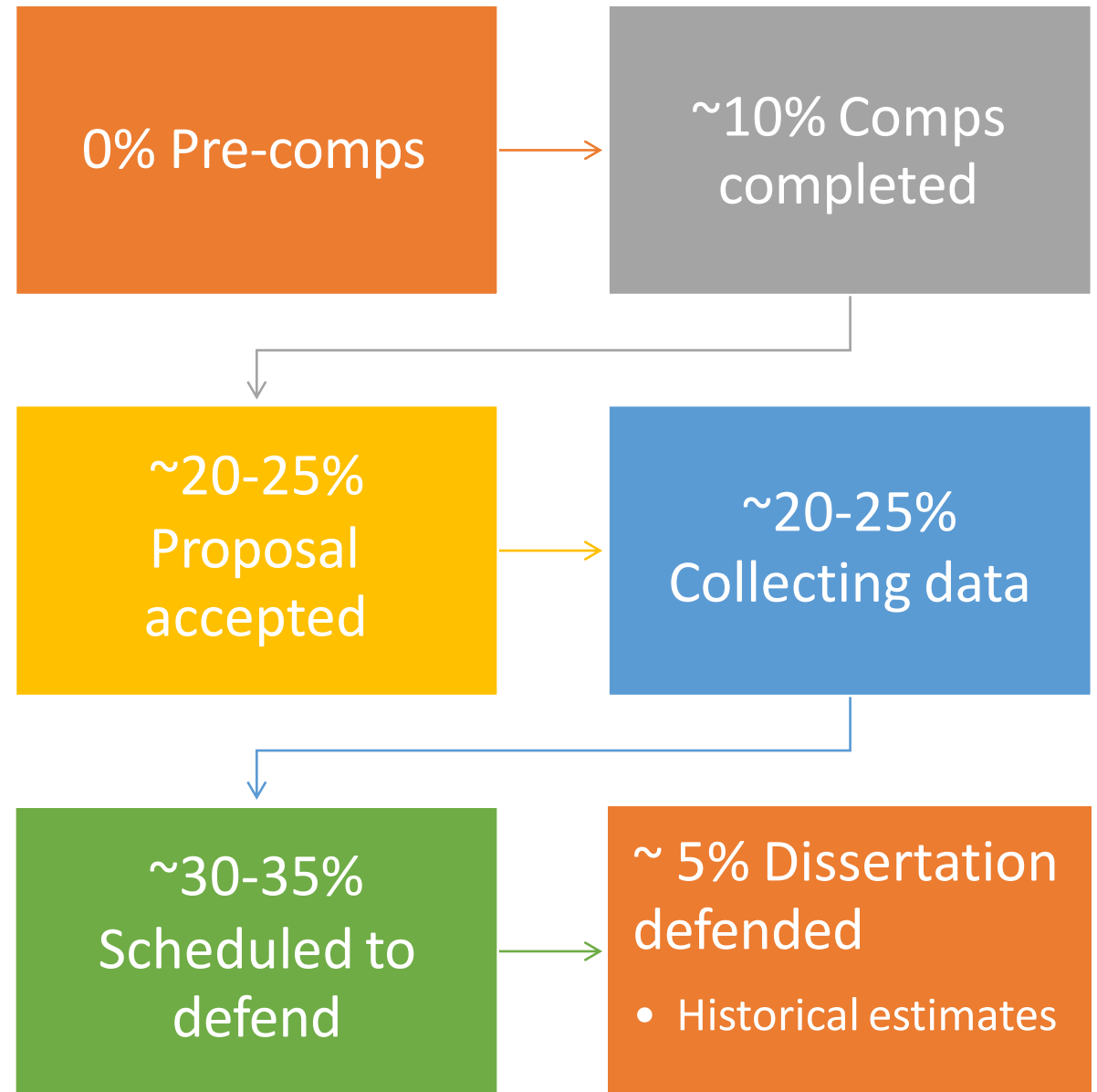
99 open positions

63 jobs posted

60 registered employers 55 onsite/hybrid and 5 virtual only



When to Enter the Academic Job Market As a PHD Student



Job Search Process: Step One

- Self Assessment
 - Goals
 - Preferences
 - Type of School/Organization
 - Restrictions (location, family)
 - Discussions with family and Advisors
 - Career Choices





Job Search Process: Step Two

- Creating Your Vita
 - Education & Degree Progress
 - Research
 - Published
 - In Progress
 - Conference/Academic Activities
 - Teaching Experience & Evaluations
 - Work Experience
 - Honors & Awards

Job Search Process: Step Three



- **Develop Job Packet**
- **Registering on Job Sites**
- **Interviewing at National & Regional Conferences**
- **Practice Interviews/Job Talks**

Job Packets



- Should include all the basic information requested (electronic or printed)
 - Cover Letter (vary by application)
 - Vita
 - Dissertation Overview
 - Other Writing Samples
 - Research Philosophy
 - Teaching Philosophy with Evaluations
 - Separate Letters of Recommendation (vary by application)
 - Diversity, Equity and Inclusion (DEI) Statement

Academic Position Info Sources

- **AOM**
- **Regional Conferences**
- **Chronicle of Higher Education**
- **Higherjobs.com**
- **School/Discipline websites**
- **International sites
(akadeus.com)**



The Process: Conferences



Before a conference

Contact Schools

Telephone/Video Chat/Email

Send vita/job packets

Mock Interviews/Talks



During a conference

Contact Recruiter

Telephone/email/conference messaging

Virtual or Meet at sessions/social events

Be Proactive and Assertive, but respectful

"Always On"



RECRUITERS DECISION TO INTERVIEW

- Majority surveyed identified the following as “very important” or “essential” in decision to interview.
- Degree status
- Compatibility
- Teaching experience
- Quality of publications
- Reputation of degree-granting institution/advisor
- Number of publications
- Gut feeling
- Based on survey by McIntyre and Jackson



INVITATION TO VISIT CAMPUS DECISION

Applicant fit

Degree status

Teaching experience

Quality of publications

Compatibility to job opening

Degree-granting institution reputation

Number of publications

“Gut” feeling

The Process: (Virtual) Campus Visit

- Interviews/Faculty meetings
- Presentations
 - Research
 - Teaching
- Networking /Socializing
- Ability to Connect Through Virtual Platforms
- Two-way assessments of “Fit”





The PROCESS: Job Offer

Subjects for Negotiation

- Salary
- Research support
- Number of courses/preps and release time
- Travel for research/conferences
- Technology
- Moving expenses
- Summer funding
 - Summer teaching
 - Summer research support

AASCB Management Salary Trends 2020-2021

(\$'s in 000's)

	Strategy	Entrep.	OB	HR
9-month (2019-20)				
Assistant	129.02 (122.44)	114.67 (113.53)	132.39 (127.42)	101.57 (96.74)
Associate	141.71 (139.88)	123.08 (129.31)	146.01 (149.79)	111.85 (103.22)
Full	188.11 (184.95)	167.06 (163.34)	203.28 (205.5)	145.54 (141.8)

AACSB Salary Trends - 2021

Most Often Provided Perks by Percentage

Perk	% of Schools Offering	% of Faculty Receiving
Teaching Overload Pay	66.2%	68.8%
Summer Teaching Pay	65.3%	40.6%
Summer Research	45.8%	34.4%
Supplemental Research	36.5%	39.3%
Int. Contrib. above Norm	14.9%	28.3%
Extra Admin Pay	68.2%	17.6%

Most Often Provided Perks by Percentage

Perk	% of Schools Offering	% of Faculty Receiving
Teaching Overload Pay	66.2%	68.8%
Summer Teaching Pay	65.3%	40.6%
Summer Research	45.8%	34.4%
Supplemental Research	36.5%	39.3%
Int. Contrib. above Norm	14.9%	28.3%
Extra Admin Pay	68.2%	17.6%



Helpful Hints

- **Be realistic about constraints and deadlines when evaluating offers**
- **Be comprehensive when negotiating**
- **Get all details in writing**
- **Be careful playing offers against each other**
- **Be open with significant others about the decision-making process**
- **Understand the impact of salary compression**





Helpful Hints

- **Do your homework:**
 - Faculty
 - Department
 - University
- **Practice interviews**
- **Discuss preferences and options with family and advisors**
- **Watch what you say and do (manage perceptions)**
- **Ask about research and tenure expectations**

CAREER SERVICES COACHING

- Career Services coaching sessions are available:
 - To request a coaching appointment, click on the “Career Coaching” button on the AOM Career Services page
 - Provide the requested information
 - A coach will contact you to confirm your appointment



Questions?

