Career Services
Ins and Outs for the Job Seeker

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North Carolina Central University

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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

- 0% Pre-comps
- ~10% Comps completed
- ~20-25% Proposal accepted
- ~20-25% Collecting data
- ~30-35% Scheduled to defend
- ~5% Dissertation defended
  - Historical estimates
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
• Higheredjobs.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.
<table>
<thead>
<tr>
<th>Decision Factor</th>
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<tbody>
<tr>
<td>Applicant fit</td>
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<tr>
<td>Degree status</td>
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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

<table>
<thead>
<tr>
<th></th>
<th>Strategy</th>
<th>Entrep.</th>
<th>OB</th>
<th>HR</th>
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<tr>
<td>9-month (2019-20)</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Assistant</td>
<td>129.02 (122.44)</td>
<td>114.67 (113.53)</td>
<td>132.39 (127.42)</td>
<td>101.57 (96.74)</td>
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<tr>
<td>Associate</td>
<td>141.71 (139.88)</td>
<td>123.08 (129.31)</td>
<td>146.01 (149.79)</td>
<td>111.85 (103.22)</td>
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<tr>
<td>Full</td>
<td>188.11 (184.95)</td>
<td>167.06 (163.34)</td>
<td>203.28 (205.5)</td>
<td>145.54 (141.8)</td>
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### Most Often Provided Perks by Percentage

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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 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?