

Job Market Talk

REALITY CHECK!

- Permanent jobs = ~100 per year IN THE WORLD
- Permanent jobs in your area = less than 100!
- Permanent job seekers = 1,000+?
- Each year some job attracts ~700 applications
- <10 permanent jobs in Australasia each year

ADVICE

- 1) Work out what you want
 - a. Big difference between various kinds of institution
 - b. Your role/s will depend on the size of the department as well as type of department/institution it aspires to be
- 2) Work out what you need to do to give yourself the best chance

How important various attributes are to different institutions

Attribute\Institution	US R1	US R2	UK/A/NZ good departments	Fancy liberal arts college	UK/A/NZ not so good departments	US State university	US teaching only
Subject fit	x	xx	xx	xx	xx	xxx	xxx
Pedigree	xxx	xxx	xxx	xxx	xx ¹	x ¹	x ¹
A* journal publication	xxx ²	xxx ²	xxx	xx	xx	x	x
Postdoctoral research job	xxx ²	xxx ²	xxx	x	xx	x	x
#/year of peer reviewed publications (esp. post PhD)	xxx	xxx	xxx	x	xxx	x	x
Referee letters	xxx ³	xxx ³	xxx ³	xxx ³	xxx ³	xxx ³	xxx ³
Writing sample	xxx	xxx	xxx	xx	xx	xx	x
Research grants	xx ⁴	xx ⁴	xx ⁴	x	xx ⁴	x	x
Personality/"fit" ⁵	xx	xx	xx	xxx	xxx	xxx	xx
Teaching experience	x	xx	xx	xxx	xx	xxx	xxx
Online teaching experience ⁶	x	x	x	x	x	xx	xx
Philosophy of teaching	x	x	x	xxx	x	xxx	xxx
General philosophical activity	xx	xx	xx	xx	xx	xx	x

Notes to table

1. But xxx if you can convince them that you really want to work there and will not leave.
2. Possible that this is not so important IF ALL OF THE FOLLOWING APPLY: you have good pedigree, good referee reports about your thesis/research, a great writing sample, and you are an ABD or just finished.
3. But seems to vary person by person! Some start with letters, some use them to “confirm their suspicions”, others only pay attention to bad letters.
4. Not expected, but some job seekers will have this (at least they will have been named on successful grants)
5. This matters less in bigger departments, and probably less in more research-based departments too.
6. But this depends most on the individual department.

Depending on what job you want, you should think about your career path accordingly. Do you need to get as much teaching experience as possible or do you need to craft the perfect writing sample? Do you want a research postdoc or a VAP (visiting assistant professor ship)

3) Time & Money

- a. Give yourself more time and make a plan
 - i. Most people who get entry level permanent positions are 30-40 years old
 - ii. Think about how gearing up for a philosophy career will fit with the other major things in your life
 1. You’ll be unlikely to get a job in NZ
 2. Partner
 3. Family
 4. Being poor for a long time
- b. Use your time wisely
 - i. Other than health-maintenance things, ask yourself: Does it tick two or more of these boxes? (below). If it doesn’t, don’t do it.
 1. Fun
 2. Makes you a better philosopher
 3. Makes your CV better
 - ii. But if you’re not ready, take a break (travel etc.) now
- c. Important dates
 - i. Most permanent job listings Sep-Nov
 - ii. Most permanent job application deadlines Oct-Jan
 - iii. Most VAP listings and application deadlines Feb-May
 - iv. Research postdocs seem to be more random
- d. Really hitting the job market takes days and days of work
 - i. Organise letters early
 - ii. Organise teaching portfolio early
 - iii. Always keep your CV updated
- e. It also takes money
 - i. Have up to a few hundred dollars set aside for using Interfolio
 - ii. Will you be able to travel to the APA? It was required for some jobs

Useful websites:

Leiter Report

- <http://leiterreports.typepad.com/>
- Good for general news about the profession and also department rankings

Philosophy smoker

- <http://philosophysmoker.blogspot.co.nz/>
- Good for advice about interview prep (from job-seekers and people on hiring committees)
- Lots of other people in your situation moaning and trying to share advice

Phylo community job wiki

- <http://phylo.info/jobs/wiki>
- Tells you when interview offers etc. go out. You will check it compulsively!

Philjobs

- <http://philjobs.org/>
- The best place to find job listings
- Make a custom search with daily updates
- Consider using it to keep track of when to apply to jobs

Interfolio

- <https://www.interfolio.com/>
- Use it to send your letters anonymously (so you don't have to keep nagging them or Justin/placement officer)
- Costs some money, but fairly cheap

Placements

- <http://www.newappsblog.com/2014/07/job-placement-2011-2014-comparing-placement-rank-to-pgr-rank.html>
 - But see: <http://leiterreports.typepad.com/blog/2014/07/more-thoughts-on-job-placement-in-philosophy.html>
- <http://www.philosophynews.com/post/2013/10/02/Will-I-get-a-Job-Graduate-School-Philosophy-Placement-Records.aspx>
- <http://leiterreports.typepad.com/blog/2014/07/and-still-more-on-job-placement-2005-2010.html>