

Social and Personality Psychology PhDs on the Academic Job Market: Characteristics and Outcomes

A Technical Report by the SPSP Student Committee

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Background

Each academic year, approximately 250 students complete a social and personality psychology PhD program. For many, the goal is to secure a job in academia. Yet, information about the factors that might impact job success is often vague, informal, anecdotal or out-of-date. The SPSP Student Committee recognized students' interest in having more factual information about the academic job market through our conversations with other students at conventions. In this report, we sought to answer some of the frequently asked questions among students. For instance, graduate students are encouraged to publish and disseminate their research. The quality and the quantity of publications are thought to be indicative of one's research expertise and productivity. But to what extent do publications influence academic job outcomes? How many publications do job candidates have on average (particularly successful ones)? Is it better to have more publications or does the impact factor of the journal matter more? To what extent do other aspects of one's CV correlate with job success? Even more basically, for how many jobs do people apply? How many times do people go on the job market? What are the outcomes of those searches?

To answer these and other questions, the SPSP Student Committee surveyed social and personality psychology PhDs who graduated between 2013-2019, and who applied for academic positions. Our goal was to gather information about the characteristics of PhDs that impact their likelihood of obtaining a job. We focused on quantifiable information, such as number of publications, awards, and presentations as well as number of attempts and types of positions secured. We recognize that there are other aspects of a candidate's application that contribute to their job search outcomes, such as the cover letter, research and teaching statements, job talk, interviews, etc. **The results outlined in this report are not meant to be prescriptive, but rather descriptive. They are meant to help students better understand the diversity of profiles that are associated with job success.** We hope these results are useful and informative to students, faculty, and academic institutions!



Executive Summary of Results

Our survey yielded three correlates of securing a tenure-track job: 1) applying anywhere opportunities were available, 2) submitting a greater number of applications, and 3) publishing in high impact journals. Job candidates who secured a tenure-track job ($n = 134$) did not significantly differ from candidates who did not secure a job ($n = 88$) in the number of publications, presentations, awards, or courses taught. We also found that family and partner considerations were a factor influencing (to different degrees) the job search scope of approximately two thirds of our respondents. Please take note of the [limitations](#) of these findings. With these in mind, here are some key take-aways:

Take-Aways

For students:

- Successful job candidates tend to apply broadly instead of restricting their job search geographically.
- Applicants who apply to a greater number of jobs tend to receive more call-backs, interviews and offers. Ultimately, those who secure a tenure-track job apply to more jobs compared to those who do not.
- Publishing in high impact journals is significantly associated with success in securing a tenure-track job, whereas having a greater number of publications is not.
- The median number of publications during the first job search was 6.
- Those who secure tenure-track jobs at primarily research institutions have more publications (Median = 9) than those who secure jobs at primarily teaching institutions (Median = 6).
- Those who secure tenure-track jobs at primarily teaching institutions have more experience teaching their own courses (Median = 6) than those who secure jobs at primarily research institutions ($M = 2$).
- Men had significantly more first-author publications than women even though both had the same number of total publications.

For faculty:

- The majority of job candidates are taking into account family and partner considerations when defining the scope of their job search. Be aware that students may be navigating difficult tradeoffs during this time.
- Approximately 40% of candidates apply for jobs both within their country of residence and internationally. Consider providing students with information about how academic jobs are structured abroad as part of their professional development.
- Connecting students to many resources for finding academic job opportunities may be particularly advantageous.
- Men had significantly more first-author publications than women even though both had the same number of total publications. Consider the opportunities afforded to students to lead projects and manuscripts.

Method

Participants

SPSP members were deemed eligible for this survey if they were a member who graduated between 2013 and 2019 ($N = 1308$) and who self-identified as having been on the academic job market at least once. We received responses from 308 participants. Tables 1 and 2 show the gender and race/ethnic composition, respectively, of our sample of respondents compared to eligible SPSP members. Approximately 70% of our respondents were White and 59% were female.

The majority of respondents held an assistant professor position (or equivalent) at the time of the survey, followed by postdocs (see Table 3).¹ Of those who selected “other” as their position, 12 had jobs in industry or government, 9 had jobs in academia, and 3 were unemployed.

Table 4 displays the year of degree attainment of respondents. Cohorts from 2015 to 2019 were represented fairly evenly. Table 5 indicates that most respondents had only been on the academic job market once.

Table 1. Gender breakdown of eligible members versus the participating sample.

Gender	Eligible Members ($N = 1308$)	Respondents ($N = 308$)
Woman	55.0%	59.4%
Man	41.1%	35.7%
Non-binary or transgender	0.6%	0.3%
I'd rather not say	3.3%	3.9%

¹ Individuals who applied to the academic job market and who eventually took a position outside of academia may be underrepresented in this sample.

Table 2. Race/ethnic breakdown of eligible members versus the participating sample.

Race or Ethnicity	Eligible Members (N = 1308)	Respondents (N = 308)
Native American	0.23%	0.6%
Asian or Asian American	16.1%	11%
Black or African American	3.0%	1.6%
I'd rather not say or Missing	5.6%	5.0%
Latino or Hispanic or Chicano or Puerto Rican	3.3%	2.6%
Middle Eastern or North African	1.9%	2.6%
Multiracial	4.4%	3.6%
Other	3.1%	2.3%
White	63.6%	70.1%

Note. Values are in percentages.

Table 3. Current position of respondents at the time of participation.

Position	Percentage
Graduate students	8.8%
Postdocs	30.5%
Assistant professor	40.6%
Teaching professor / Instructor (non-tenure track)	4.9%
Research scientist / faculty	2.3%
Adjunct faculty	1%
Other	8.8%
Missing	3.2%

Table 4. Year of Ph.D. degree of respondents (including expected).

Year	Percentage
2013	6.7%
2014	8.7%
2015	12.8%
2016	17.4%
2017	16.4%
2018	19.1%
2019	16.1%
2020	2.7%

Table 5. Percentage of occasions on the job market.

How many times have you been actively on the job market?	Percentage
0	3.3%
1	45.2%
2	27.8%
3	15.4%
>3	8.4%

Procedure

All potential participants received a recruitment email on May 21, 2019. Potential participants were informed that we were interested in knowing more about their profile, job search experiences, and the outcomes of their job searches (See [Appendix A](#) for email template). Those interested in participating completed an online survey. All responses were anonymized. A reminder email was sent to eligible members on June 4, 2019 (See [Appendix A](#) for email reminder). The data was downloaded on June 15, 2019. In total, we received 308 responses to the survey, a response rate of 24%. Approximately 75% of the respondents completed the survey in 20 minutes or less.

The survey included demographic questions and questions about the respondents' year of Ph.D. completion, current position, and number of times on the job market. For each time on the job market, participants answered a series of questions about their CV at the time and their job outcomes. All questions can be found in [Appendix B](#).

Measures

All our measures can be found in [Appendix B](#). Respondents reported the number of times they had been on the job market, and for each job search occasion, they reported **numerical counts** of the following:

- Tenure-track applications, call-backs, interviews, and offers.
- Postdoc applications, call-backs, and offers.
- Research faculty applications and offers.
- Full-time instructor (non-tenure track) applications and offers.
- Adjunct faculty applications and offers.
- Publications: total, first-author, empirical, under-review, first-author under-review, in prep, and first-author in prep.
- Teaching: courses taught independently, teaching assistantships, and guest lectures.
- Presentations at major conferences.
- Internal and external awards.
- H-index.

The following questions were multiple-choice with categorical response options (response options are displayed under results):

- Demographics
- Job search scope
- Job search outcome
- Job search outcome for partners
- Hiring institution type
- Hiring program area

- Sources that helped applicants identify job/postdoc opportunities (select all that apply format)

The following questions were recorded on continuous scales:

- Extent that family/partner considerations influenced applicants' job search scope (1 = *Strongly Disagree*, 7 = *Strongly Agree*)
- Type of Journal in which applicants had publications (5 = *All or mostly high impact journals*, 4 = *A mix, but more high impact journals than low impact*, 3 = *A mix, but more low impact journals than high impact*, 2 = *All or mostly low impact journals*, 1 = *mostly book chapters*)
- Extent to which personal referral helped applicant secure a position (1 = *Strongly Disagree*, 7 = *Strongly Agree*)

Finally, the following were open-ended questions:

- Country of residence at the time of job search
- Starting salary (if respondent secured a tenure-track job)
- Start-up package value (if respondent secured a tenure-track job)
- Job sources applicants found most useful
- Salary negotiation tips
- Start-up package negotiation tips

For any analysis in which we compared the CV elements of applicants who obtained a tenure-track position (coded 1) to those who did not (coded 0), we selected applicants' responses to their latest job search if they had not yet secured a tenure-track position. If they had obtained a tenure-track position, we selected their responses to the earliest job search in which they secured a tenure-track position. By selecting responses in this manner, we were comparing applicants at their most competitive level and prior to securing a tenure-track position. For any analyses about race or gender differences, we created binary variables (i.e. race: White and Non-White; gender: men and women) due to low representation of other racial and gender categories.

Results

Job Search Scope

As seen in Table 6, most of our respondents resided in North America at the time of their job search (92.5% during the first job search). For comparison, 84% of all SPSP members resided in North America as of 2018. Approximately 40% of job applicants applied to academic jobs both within their country of residence and internationally (Table 7). Most applied anywhere opportunities were available, and about a third applied only within a specific geographical area or region (see Figure 1). **We found a significant association between applying anywhere opportunities were available and securing a tenure-track position, as seen in Figure 2** ($X^2(1) = 8.6, p = .003$).²

About 64% of respondents ($n = 282$) agreed to different degrees that family or partner considerations influenced the scope of their first job search (Figure 3). There were no significant differences between men and women on this question, $t(275) = 1.6, p = .104, d = 0.20$. In subsequent job searches, 68% and 75% of applicants endorsed to different degrees that family or partner considerations influenced the scope of their job search (2nd job search $n = 129$, 3rd job search $n = 44$). Once again, there were no significant differences between men and women on this question, p 's $> .05$.

Table 6. Residence at the time of job search.

Residence at the time of job search	Number of respondents		
	1st Job Search ($n = 281$)	2nd Job Search ($n = 129$)	3rd Job Search ($n = 45$)
North America	260	116	43
Europe	13	11	2
Asia	4	1	0
Australia	2	1	0

² Due to low cell counts, we re-coded this question as a binary variable for this chi-square analysis (0 = unrestricted search, 1 = restricted search).

Table 7. Country scope of first, second, and third job searches.

Submitted applications	1st Job Search (n = 282)	2nd Job Search (n = 129)	3rd Job Search (n = 45)
Only nationally	53.2%	54.3%	55.6%
Nationally and Internationally	43.3%	41.1%	40.0%
Only Internationally	3.5%	4.7%	4.4%

Note. Percentages reflect the proportion of respondents who submitted applications within a specific country scope. Percentages do not include missing data at each occasion.

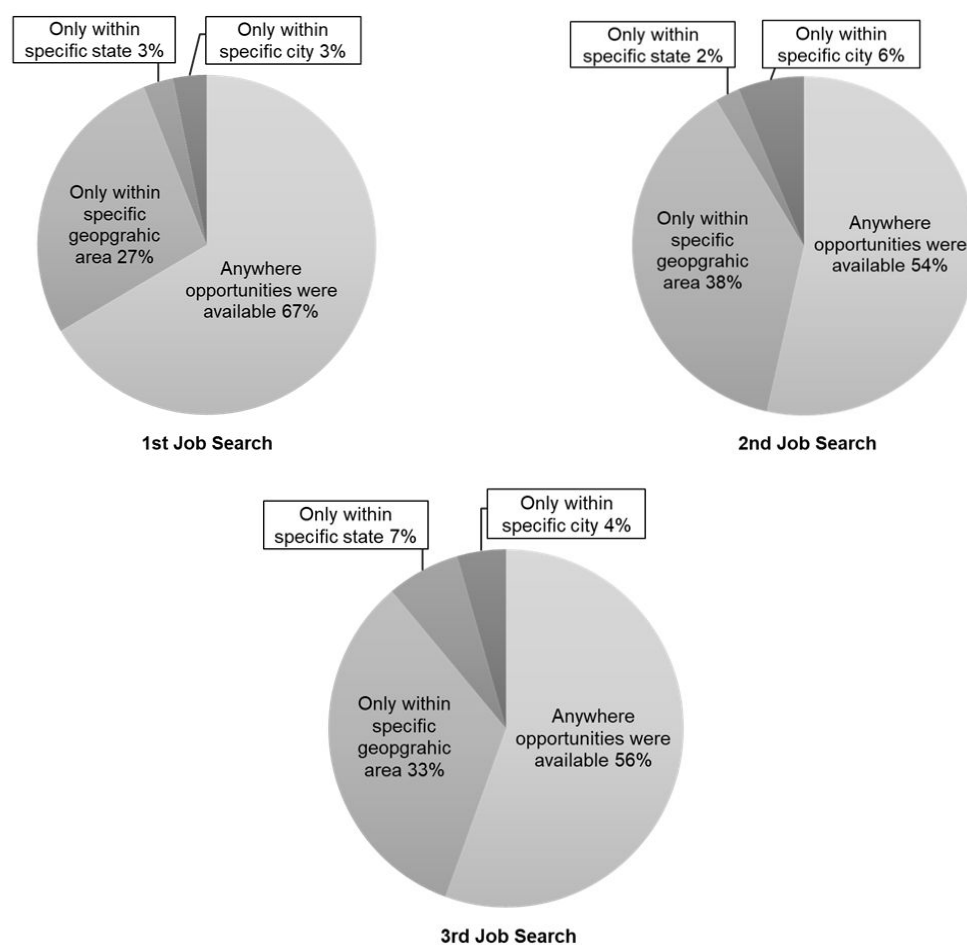


Figure 1. Respondent's search scope for positions during each occasion in the job market. A majority of respondents indicated applying anywhere opportunities were available.

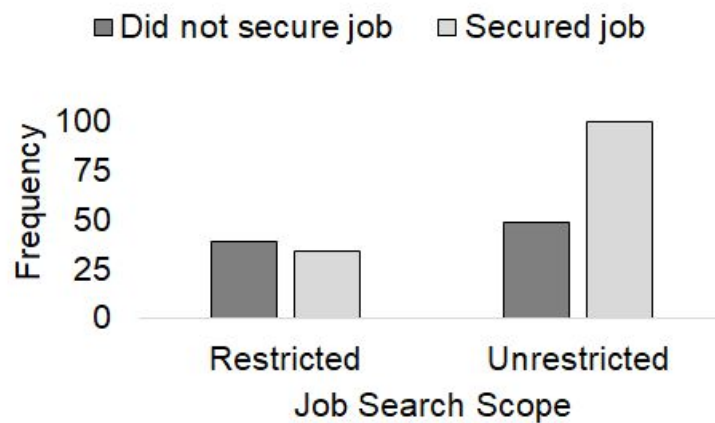


Figure 2. Conducting a geographically unrestricted job search (i.e., applying anywhere opportunities were available) was associated with securing a tenure-track job. Here “restricted” refers to conducting a job search that was restricted to a geographical area/region, state, or city.

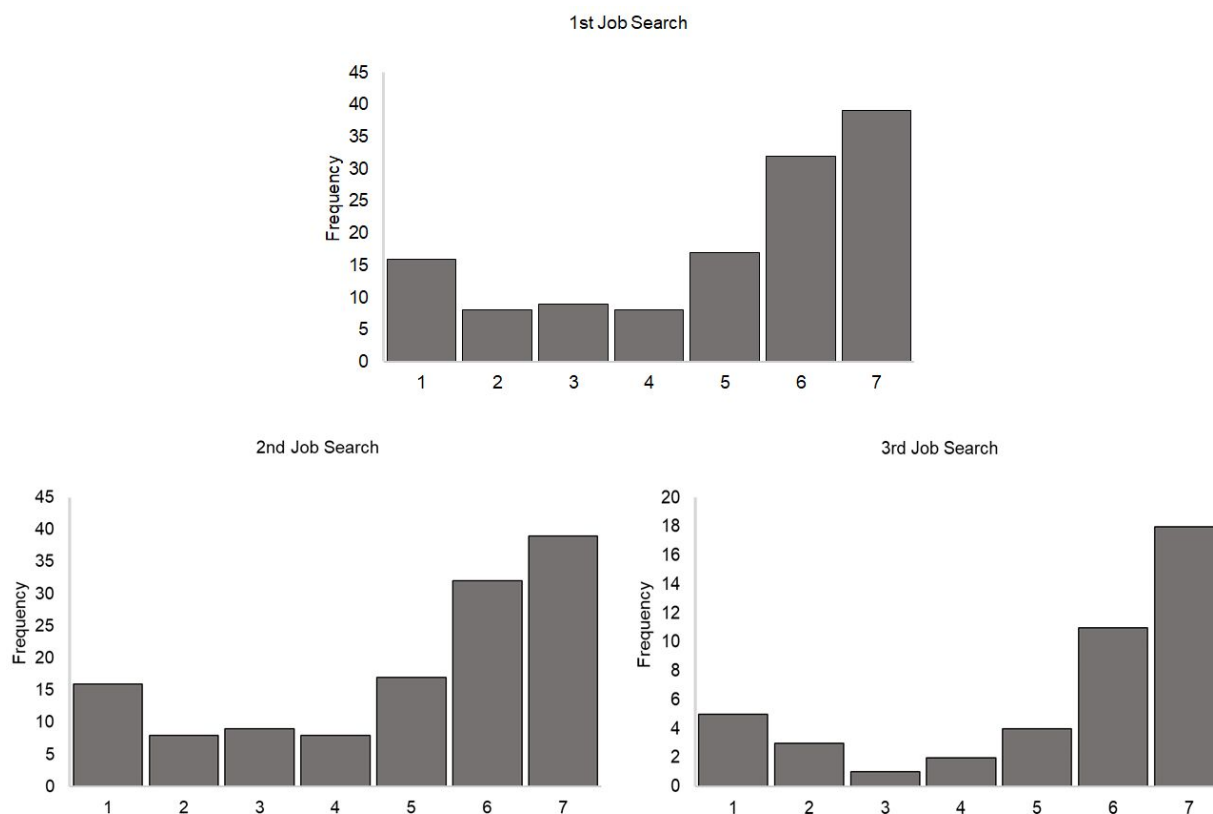


Figure 3. Respondents were asked to rate the extent to which partner or family considerations influenced the scope of their job searches (1 = *Strongly disagree*, 7 = *Strongly agree*). On average, respondents agreed that family or partner considerations influenced the scope of their searches ($M_{1st} = 6.4$, $M_{2nd} = 6.0$, $M_{3rd} = 5.7$).

Summary

Over 50% of job candidates applied anywhere opportunities were available, whereas approximately one third applied only within a specific geographic area or region. Approximately 40% of applicants sought opportunities both within their country of residence and internationally. Over 60% of applicants endorsed (to varying degrees) that family or partner considerations influenced the scope of their job search.

Job Applications and Outcomes

We asked respondents to report how many applications they submitted to the following position types (or equivalent non-US titles): tenure-track, postdoc, research faculty (non-tenure track), full-time instructor (non-tenure track), and adjunct. We did not define tenure-track positions by institution type, so “tenure-track” could range from primarily teaching-focused to primarily

research-focused positions. Tables 8-10 show that there was great variability in the number of tenure-track positions for which people applied. The median number of applications ranged from 16 to 22 across job search occasions, but some people reported applying to as many as 125 jobs. Figure 4 shows the distributions for the number of tenure-track applications submitted. The distributions are skewed toward fewer applications, but they clearly show that there were responses across the entire range. Other position types received far fewer applications.

Race and Gender Differences

The median number of applications to tenure-track positions was greater for men than women during the first ($Mdn_{Men} = 27.0$, $Mdn_{Women} = 15.0$), second ($Mdn_{Men} = 20.0$, $Mdn_{Women} = 8.0$), and third ($Mdn_{Men} = 25.0$, $Mdn_{Women} = 17.0$) times in the job market. However, these differences were not statistically significant (all p 's > .05). There were no gender differences in the number of applications submitted to other position types.

Respondents who identified as White submitted more applications for tenure-track positions ($M = 28.2$, $SD = 26.8$, $Mdn = 20$, $n = 195$) during their first time on the job market than those who identified as Non-White ($M = 20.3$, $SD = 21.7$, $Mdn = 11$, $n = 61$), $t(254) = -2.10$, $p = .037$, $d = 0.32$. Respondents who identified as White also submitted more applications for full time instructor positions ($M = 2.2$, $SD = 4.8$, $Mdn = 0$, $n = 165$) than those who identified as Non-White ($M = 0.8$, $SD = 1.5$, $Mdn = 0$, $n = 53$), $t(216) = -2.09$, $p = .038$, $d = 0.39$. There were no other race differences in number of applications submitted.

Results Collapsed Across Job Search Occasions

In the following paragraphs, we describe results collapsed across job search occasions. If respondents reported multiple job searches in which they applied for tenure-track positions, only the first job search that resulted in accepting a position was included in this analysis. If none of their job searches resulted in accepting a tenure-track position, then their latest job search was included in these analysis. That is, each applicant contributed only one data point to the analyses.

Table 11 shows descriptive statistics for the number of call-backs (i.e. phone or video chat interviews), in-person interviews, and offers that people who applied to tenure-track positions received. Some respondents reported withdrawing their applications once they received the offer they wanted; therefore, the number of callbacks, interviews, and offers received might be underestimated. Nevertheless, the median number of call-backs (3), interviews (2) and offers (1) was substantially lower than the median number of applications per respondent (22).

For those who applied to tenure-track jobs, the number of applications they submitted was significantly correlated with how many call-backs ($r(215) = .51$; see Figure 5), interviews ($r(217) = .40$), and offers ($r(217) = .32$) they received (all p 's < .001). **Those who applied for tenure-track jobs and secured a position applied to significantly more jobs** ($M = 34$, $SD =$

27, $n = 88$) than those who did not secure a position ($M = 21$, $SD = 23$, $n = 134$), $M_{diff} = 13$, $t(220) = -3.8$, $p < .001$, 95% CIs = [6, 20], $d = 0.52$. However, note the high degree of variability and wide confidence interval. Race (i.e., white/non-white) and gender (i.e., man, woman) were not correlated with number of call-backs, interviews, or offers (all p 's $< .05$).

Approximately 1 in 3 applicants secured a tenure-track position during their first time on the job market (see Table 12). The numbers remained the same for the second job search, whereas about 50% of applicants secured a tenure-track position during their third time on the job market. As seen in Table 13, most respondents (58.8%) accepted offers in social and personality psychology programs. Figure 6 shows that the institution type at which applicants accepted offers was fairly evenly split among primarily research-focused (39.6%), primarily teaching-focused (29.1%), and equally research- and teaching-focused (29.1%) institutions.

Table 8. Descriptive statistics of the number of applications submitted to each position type on the *first job search*.

Position Type	<i>n</i>	Number of Applications Submitted				
		Min	Max	<i>Mdn</i>	<i>M</i>	<i>SD</i>
Tenure-track	235	1	125	22.0	29.1	25.6
Postdoc	190	1	50	4.0	5.7	6.1
Research faculty (non-tenure track)	39	1	20	2.0	2.8	3.1
Full time instructor (non-tenure track)	74	1	35	4.0	1.8	4.2
Adjunct	29	1	15	2.0	3.6	3.1

Note. n = number of respondents who applied for the position; Min = minimum; Max = Maximum; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

Table 9. Descriptive statistics of the number of applications submitted to each position type on the *second job search*.

Position Type	<i>n</i>	Number of Applications Submitted				
		Min	Max	<i>Mdn</i>	<i>M</i>	<i>SD</i>
Tenure-track	111	1	99	16.0	22.0	20.6
Postdoc	42	1	20	3.5	4.6	4.2
Research faculty (non-tenure track)	16	1	5	2.0	2.1	1.1
Full time instructor (non-tenure track)	24	1	10	2.0	2.6	2.2
Adjunct	101	5	7	3.0	3.6	2.4

Note. *n* = number of respondents who applied for the position; Min = minimum; Max = Maximum; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

Table 10. Descriptive statistics of the number of applications submitted to each position type on the *third job search*.

Position Type	<i>n</i>	Number of Applications Submitted				
		Min	Max	<i>Mdn</i>	<i>M</i>	<i>SD</i>
Tenure-track	45	1	90	20.0	28.1	25.4
Postdoc	7	1	10	3.0	4.1	3.4
Research faculty (non-tenure track)	5	1	5	1.0	2.4	2.0
Full time instructor (non-tenure track)	4	1	3	2.5	2.3	1.0
Adjunct	1	3	3	3.0	3.0	-

Note. *n* = number of respondents who applied for the position; Min = minimum; Max = Maximum; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

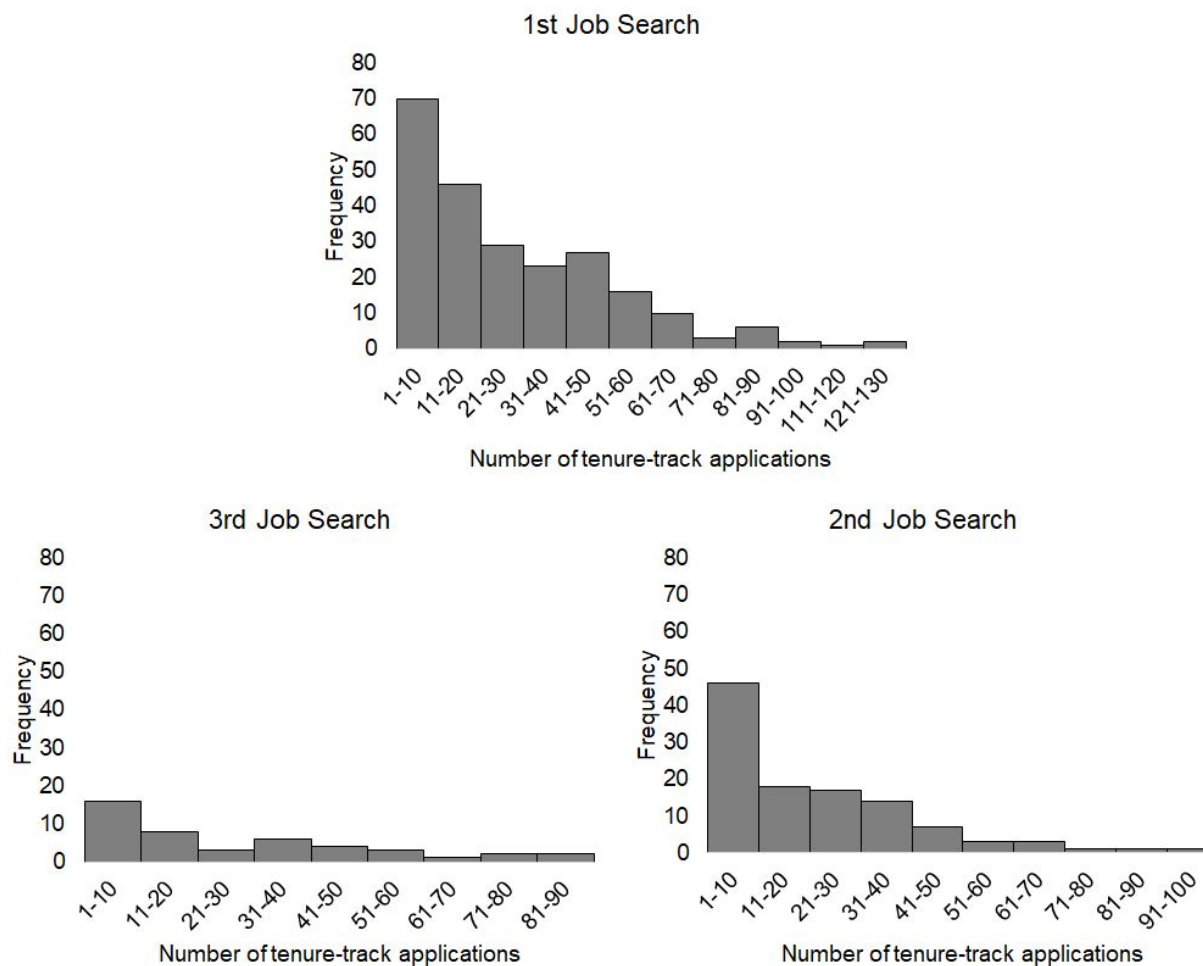


Figure 4. Split by job search occasion, these three panels display the frequency distributions of the number of tenure-track applications submitted by those who applied to tenure-track jobs. Applicants submitted a median of 22 applications for the first job search, 16 for the second, and 20 for the third.

Table 11. Applications submitted to tenure-track positions and outcomes across all job searches.

	<i>n</i>	Min	Max	<i>Mdn</i>	<i>M</i>	<i>SD</i>
Applications	222	1	125	22.0	29.1	25.9
Call Backs	217	0	26	3.0	3.8	4.0
Interviews	219	0	20	2.0	2.2	2.6
Offers	219	0	9	1.0	1.1	1.2

Note. *n* = number of respondents in the category; Min = minimum; Max = Maximum; Mdn = Median; *M* = Mean; *SD* = Standard deviation.

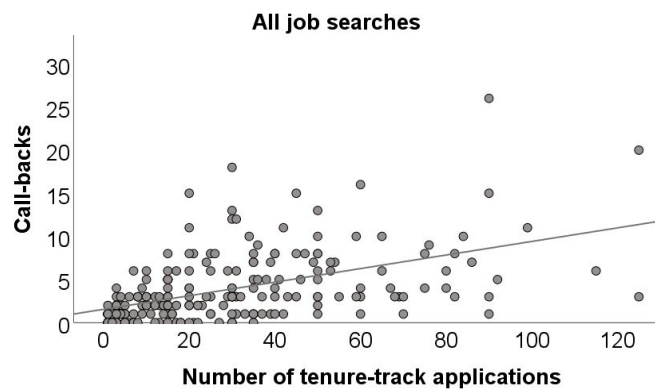


Figure 5. Relation between number of tenure-track applications completed (only including people who applied to at least 1 tenure-track job) and number of call-backs received.

Note. The correlation between number of applications and number of call-backs remains significant ($r = .45$) when removing the two points that are more than four standard deviations above the mean.

Table 12. Job outcomes for the 1st, 2nd, and 3rd time respondents were on the job market.

Outcome	1st time (<i>n</i> = 255)	2nd time (<i>n</i> = 122)	3rd time (<i>n</i> = 46)
Postdoc	31.8%	16.4%	6.5%
Assistant professor (tenure-track)	27.8%	34.4%	52.2%
Received no offers	19.6%	31.1%	30.4%
Other	7.1%	6.6%	0%
Full time instructor (non-tenure-track)	3.5%	1.6%	4.3%
Rejected offer	8.2%	7.4%	4.3%
Adjunct faculty (non-tenure-track)	1.2%	0.8%	0%
Faculty/researcher (non-tenure-track)	0.8%	1.6%	2.2%

Note. Percentages reflect the proportion of respondents who obtained a specific outcome for each occasion on the job market. Percentages do not include missing data at each occasion.

Table 13. Hiring program area for respondents who accepted a tenure-track offer ($n = 129$).

Program Area	Percent
Social & Personality	58.8%
Other	24.3%
Management/Marketing	9.5%
Industrial/Organizational	2.2%
Cognitive	1.5%
Developmental	1.5%
School of Education	1.5%
Quantitative	1.5%

Note. Most people who selected “other” as their hiring program described it as a general psychology program at a primarily teaching-focused institution. Percent = Percent of total who accepted a tenure-track offer.

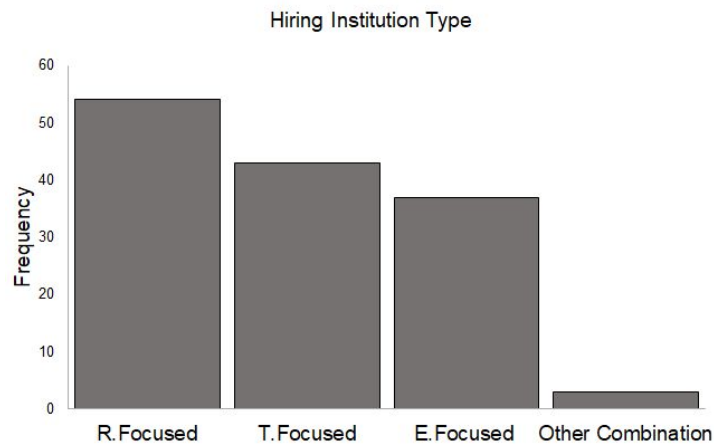


Figure 6. Type of hiring institution for respondents who secured a tenure-track job ($n = 137$). R. = primarily research-focused, T. = primarily teaching-focused, E. = equal research/teaching focused. Other combination indicates a variant of research/teaching focused institution not captured by the options listed.

Summary

There was great variability in the number of tenure-track applications that people submitted. Respondents reported applying to as few as 1 to as many as 125 jobs, with the median being approximately 22. The greater the number of applications, the more call-backs, interviews, and offers people reported receiving, and those who secured a tenure-track job applied to significantly more jobs compared to those who did not secure a job. Approximately 1 in 3 applicants secured a tenure-track job on their first time on the job market.

Publications

There was substantial variability around the mean number of publications that candidates had during their job searches (see Table 14). The median number of publications during the first job search was 6, whereas it was 8 during the second job search and 11 during the third.

Next, we describe results about publications collapsed across job search occasions. If respondents reported multiple job searches in which they applied for tenure-track positions, only the first job search that resulted in accepting a position was included in these analyses. If none of their job searches resulted in accepting a tenure-track position, then their latest job search was included in these analysis. An alternative approach would be to analyze these data using a multilevel model with job search occasions at level 1 and respondents at level 2. The results do not change, so we reported the simpler analyses here.

The mean number of total and first-author publications did not significantly differ between those who applied for tenure-track positions and secured a position versus those who did not secure a position, p 's $> .20$ (see Table 15). See the frequency distributions in Figure 7. The same was true for the number of empirical publications, the total number of manuscripts under review, first-author manuscripts under review, number of manuscripts in prep, and total manuscripts (published, under review, and in prep) (Table 15).

As shown in Table 16, the number of total publications or first-author publications was also not significantly correlated with the number of call-backs, interviews, or tenure-track offers that people received. The same was true for the number of empirical publications, the total number of manuscripts under review, first-author manuscripts under review, and total manuscripts. Only the number of publications in prep was significantly correlated with number of call-backs and interviews, but not offers. **The journal type, on the other hand, was significantly correlated with whether or not applicants secured a tenure-track job** ($r = .25$, $p < .001$). Those who secured a tenure-track job published in higher impact journals compared to those who did not secure a job, $t(215) = 3.8$, $p < .001$, $d = 0.52$. See Figure 8 for the frequency distributions. Those who secured a tenure-track job did not significantly differ from those who did not secure a tenure-track job in their self-reported h-index, $t(82) = -1.0$, $p = .343$.

Race and Gender Differences

There were no gender differences in total number of publications, empirical publications, manuscripts under review, manuscripts in preparation, or total number of published and unpublished works (all p 's > .05). However, men had significantly more first-author publications ($t(214) = 3.47, p = .001, d = 0.47, M_{diff} = 1.7$) and more first-author publications under review ($t(197) = 2.88, p = .005, d = 0.42, M_{diff} = 0.59$) than women. There were no race differences (i.e., White, non-White) in total number of publications, first-author publications, empirical publications, manuscripts under review, first-author manuscripts under review, manuscripts in preparation, or overall number of published and unpublished works (all p 's > .05). There were no race or gender differences in the journal impact of publications, p 's > .05.

Differences by Hiring Institution Type

The number of publications and manuscripts under review varied by type of hiring institution (see Table 17). Overall, respondents who secured jobs in primarily research-focused institutions had significantly more publications and manuscripts under review than respondents who secured jobs in primarily teaching-focused institutions³. See Figure 9 for the box plots displaying the median and frequency quartiles by institution type.

Although these results are in line with anecdotes that research-focused institutions weigh published manuscripts more heavily than teaching-focused ones, these analyses should be interpreted with caution. A post-hoc sample size calculation indicated that we needed 45 responses per type of institution to detect a “medium” effect (Cohen's $d = 0.06$) of institution type with 80% power. However, only the “primarily teaching institution” subsample met this size requirement.

In addition, we only obtained data about institution type for those who secured a tenure-track position. Thus, it is possible that these findings reflect self-selection effects and a priori strategizing on the part of candidates. For instance, those who had more publications may have opted to apply to primarily research-focused institutions more frequently than those who had fewer publications. They may have also prioritized publications during their graduate studies compared to individuals who had planned to apply to primarily teaching institutions only. Ideally, we would have asked respondents to indicate, not only the type of institution that hired them, but also the types of institutions to which they applied. This would have allowed us to test if number of publications predicted whether or not a person secured a tenure-track position at a given institution type. Unfortunately, our data cannot speak to these differences.

³ We did not contrast with average number of publications by those hired at institutions focused equally on teaching and research (or some other balance) due to low power.

Table 14. Descriptive statistics of the number of manuscripts by time in the job market.

Manuscript Type	1st Time				2nd Time				3rd Time			
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>
Total Published	263	7.0	5.3	6.0	123	10.0	7.1	8.0	45	13.9	9.9	11.0
1st-Author	262	3.3	3.1	3.0	123	4.8	4.4	4.0	45	6.9	5.5	6.0
Empirical	261	5.3	4.9	4.0	123	7.5	6.1	6.0	45	10.5	8.3	8.0
Under Review	251	2.3	1.7	2.0	115	2.4	2.0	2.0	42	3.4	3.3	2.0
Under Review, 1st-Author	231	1.7	1.2	2.0	112	1.5	1.2	2.0	42	2.2	1.9	2.0
In-Prep	250	3.2	2.4	3.0	111	3.2	2.6	3.0	41	4.7	4.4	3.0
Total published, under review and in prep	245	12.3	7.1	11.0	110	14.8	9.0	13.0	41	20.6	13.9	19.0

Note. *n* = number of respondents per time in the job market; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

Table 15. Independent samples t-tests comparing number of manuscripts by those who secured a tenure-track job versus those who did not.

Manuscript Type	Secured Tenure-track Job				No Tenure-track Job				<i>t</i>	<i>p</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>		
Total published	134	9.5	6.9	8.0	85	8.6	5.9	8.0	-0.97	.334
First-author	134	4.4	3.6	4.0	85	4.5	3.8	3.0	0.07	.941
Empirical	134	7.3	6.2	6.0	84	6.6	5.4	6.0	-0.86	.391
Under Review	130	2.6	2.0	2.0	84	2.5	1.9	2.0	-0.45	.652
Under Review, 1st-author	122	1.8	1.5	2.0	80	1.8	1.2	2.0	0.13	.896
In prep	127	3.8	2.9	3.0	83	3.4	2.3	3.0	-0.96	.336
Total published, under review, and in prep	126	15.2	8.8	13.0	82	14.2	7.2	13.0	-0.88	.382

Note. Table parameters refer to respondents who provided responses to manuscript variables. *n* = number of respondents; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

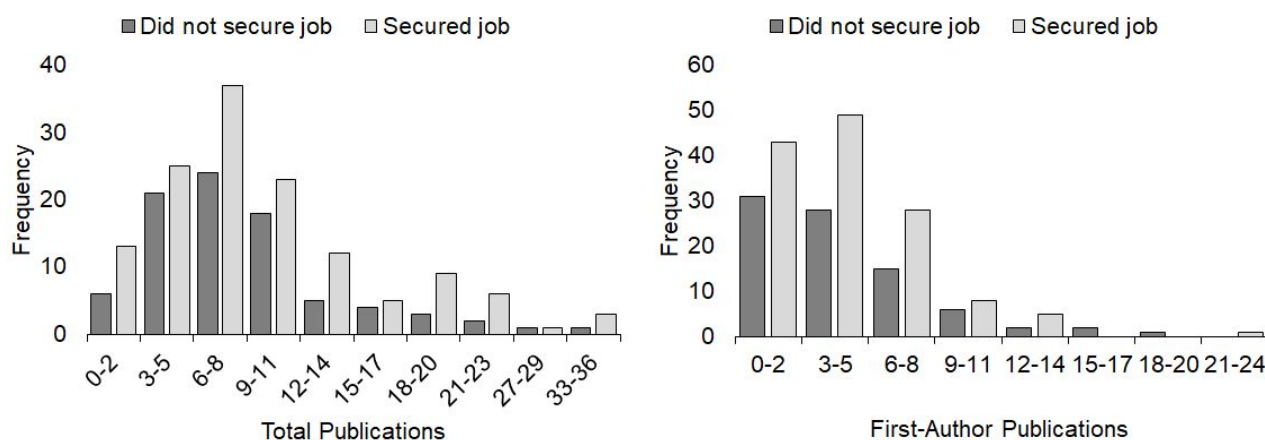


Figure 7. Frequency distributions of total publications (left panel) and first-author publications (right panel) by those who applied to tenure-track positions and secured a job versus those who did not secure a job.

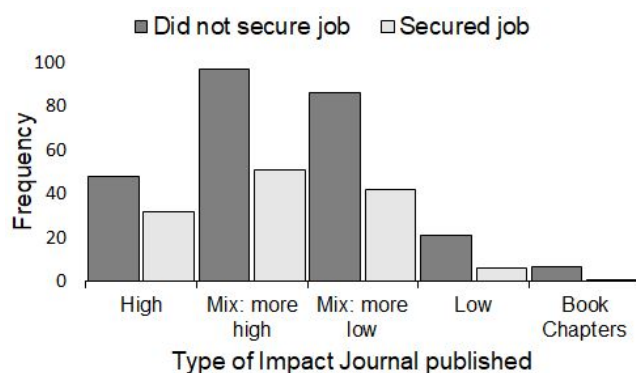


Figure 8. Frequency distribution of journal impact of publications by those who secured a tenure-track position versus those who did not. High = all or mostly high impact journals, Mix: more high = a mix but more high than low impact journals, Mix: more low = a mix but more low than high impact journals, Low = all or mostly all low impact journals, Book chapters = Mostly book chapters.

Table 16. Correlations among different publication types and job search outcomes for tenure-track positions.

Manuscript Type		Call-Backs	Interviews	Offers
Total published	<i>r</i>	.05	.08	.05
	<i>n</i>	216	218	218
First-author	<i>r</i>	-.05	-.01	-.02
	<i>n</i>	216	218	218
Empirical	<i>r</i>	.06	.08	.06
	<i>n</i>	215	217	217
Under Review	<i>r</i>	-.05	.07	.05
	<i>n</i>	211	213	213
Under Review, 1st-author	<i>r</i>	-.04	.02	.00
	<i>n</i>	199	201	201
In prep	<i>r</i>	.14*	.21**	.12
	<i>n</i>	207	209	209
Sum of total published, under review and in prep	<i>r</i>	.07	.13	.10
	<i>n</i>	205	207	207

Note. * $p < .05$, ** $p < .01$.

Table 17. Independent samples t-tests comparing number of manuscripts by those who secured a tenure-track job versus those who did not.

Manuscript Type	Primarily Teaching Institution				Primarily Research Institution				<i>t</i>	<i>p</i>	<i>d</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>			
Total published	53	6.1	4.2	6.0	39	10.5	6.0	9.0	-3.99	<.001	0.86
First-author	53	2.8	2.3	2.0	39	5.4	3.4	5.0	-4.23	<.001	0.92
Empirical	53	4.0	4.0	3.0	39	8.4	5.4	8.0	-4.30	<.001	0.92
Under Review	50	1.7	2.0	1.0	39	2.9	1.7	3.0	-3.03	.003	0.64
Under Review, 1st-author	49	1.4	1.7	1.0	34	1.9	1.5	2.0	-1.59	.117	0.36
In prep	50	3.2	2.4	3.0	39	4.2	3.4	3.5	-1.56	.108	0.40
Total published, under review and in prep	49	11.0	5.9	10.0	39	17.3	8.5	15.0	-3.94	<.001	0.86

Note. All respondents had secured tenure-track positions. *n* = number of respondents; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation, *d* = Cohen's *d* effect size.

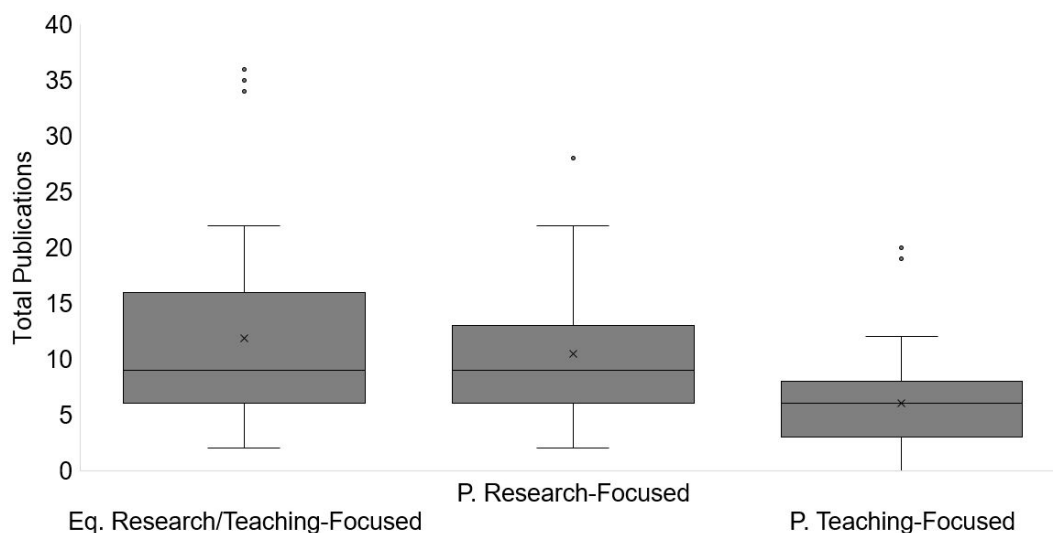


Figure 9. Box plots displaying the median and frequency quartiles for the total number of publications by those who secured a tenure-track position, split by hiring institution type. The x's mark the mean. Eq.: Equally; P. = Primarily.

Summary

Job candidates who secured a tenure-track job did not differ significantly in their number of publications from candidates who did not secure a job. However, candidates who secured a tenure-track job were more likely to publish in higher impact journals and have a higher self-reported h-index compared to those who did not secure a job. Moreover, candidates who secured jobs in research-focused institutions had significantly more manuscripts than those who secured jobs in teaching-focused institutions.

Teaching

We asked participants to report the number of courses they had taught independently (as instructor of record), the number of courses for which they had been a teaching assistant, and the number of guest lectures taught.

As shown in Table 18, the mean number of courses as instructor of record did not significantly differ between those who applied for tenure-track positions and secured a job ($M = 5.6$, $SD = 7.3$, $n = 133$) and those who did not secure a job ($M = 4.8$, $SD = 5.1$, $n = 84$), $t(214) = -0.87$, $p = .387$, $d = 0.13$. The number of teaching assistant positions also did not significantly differ between these two groups, $t(214) = -0.92$, $p = .357$, $d = 0.14$, nor did the number of guest lectures taught, $t(210) = -0.49$, $p = .923$, $d = 0.07$. Figure 10 displays the frequency distributions for number of courses as instructor of record and as a teaching assistant, split by those who secured a tenure-track job versus those who did not. Figure 11 shows the median and frequency quartiles for the number of courses as instructor of record, split by institution type. There were no gender or race differences in any type of teaching experience.

The number of teaching experiences varied by hiring institution, such that respondents who secured jobs in primarily teaching-focused institutions had taught, on average, more courses as the instructor of record ($M = 8.6$, $SD = 9.8$, $n = 52$) compared to respondents who secured jobs in primarily research-focused institutions ($M = 2.9$, $SD = 3.0$, $n = 39$; Table 19). There were no differences in respondents' average number of teaching assistant experiences or guest lectures taught by type of hiring institution (p 's $> .05$).

Table 18. Independent samples t-tests comparing number of teaching experiences by those who secured a tenure-track job versus those who did not.

Teaching Experience	Secured Tenure-track Job				No Tenure-track Job				<i>t</i>	<i>p</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>		
Instructor of record	133	5.6	7.3	4.0	84	4.8	5.1	3.0	-0.87	.387
Teaching assistant	132	6.6	5.9	6.0	84	5.9	4.0	5.0	-0.92	.357
Guest lecturer	129	4.2	4.4	3.0	83	3.9	3.9	3.0	-0.49	.624

Note. *n* = number of respondents; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

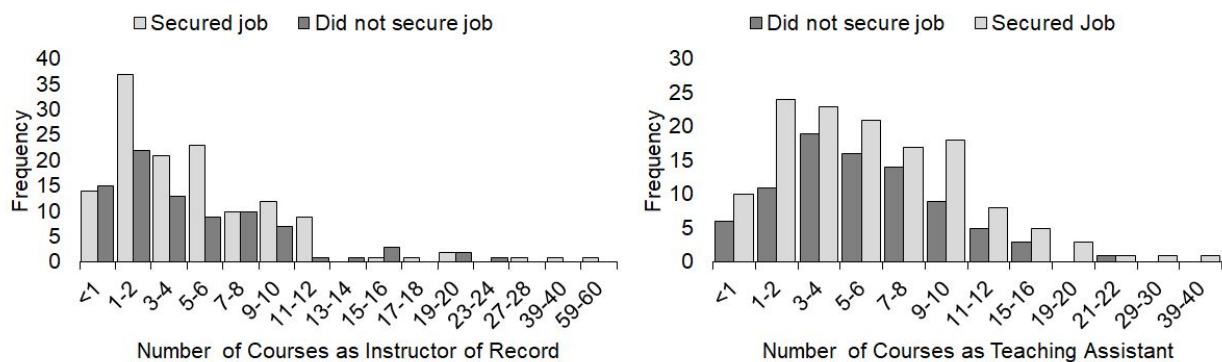


Figure 10. Frequency distributions of number of courses as instructor of record (left panel) and as a teaching assistant (right panel) by those who applied to tenure-track positions and accepted a position versus those who did not.

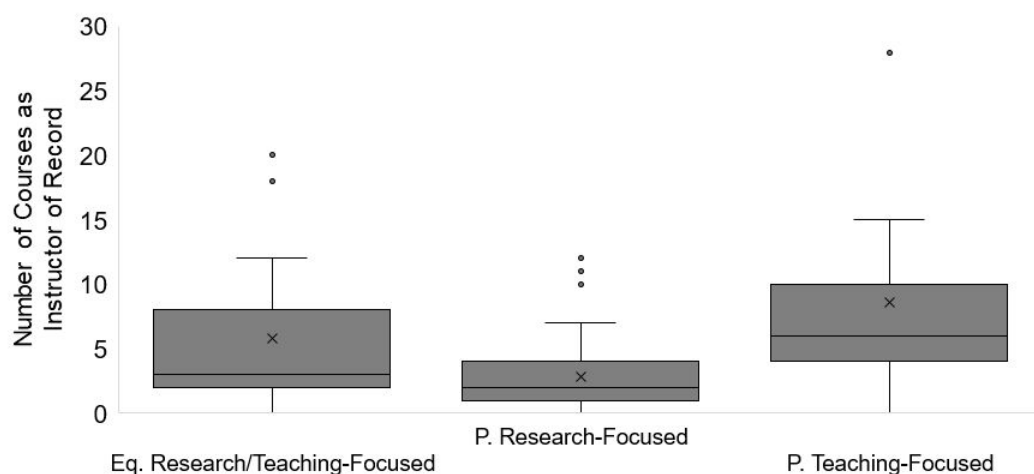


Figure 11. Box plots displaying the median and frequency quartiles for the number of courses as instructor of record by those who secured a tenure-track position, split by hiring institution type. The x's mark the mean. Two outliers are excluded from the figure to improve visualization, one from the "equally research/teaching-focused" group (value = 39) and one from the "primarily teaching-focused" group (value = 60). Eq.: Equally; P. = Primarily.

Table 19. Independent samples t-test comparing number of respondents' teaching experiences by type of hiring institution.

Teaching Experience	Primarily Teaching Institution				Primarily Research Institution				<i>t</i>	<i>p</i>	<i>d</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>			
Instructor of Record	52	8.6	9.8	6.0	39	2.9	3.0	2.0	4.00	<.001	0.79
Teaching Assistant	52	7.4	5.7	6.0	39	6.5	7.0	4.0	0.69	.493	0.15
Guest Lecturer	50	3.8	4.6	2.0	39	3.5	3.5	2.0	0.36	.724	0.08

Note. All respondents had secured tenure-track positions. *n* = number of respondents; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation, *d* = Cohen's *d* effect size.

Summary

Overall, having taught more classes independently or having been a teaching assistant more frequently during graduate school was not associated with greater success in attaining a tenure-track position. However, on average, respondents who secured jobs in primarily teaching-focused institutions taught more courses as the instructor of record than respondents who secured jobs in primarily research-focused institutions.

Awards

Awards were operationalized as the number of grants, awards and fellowships granted by agencies outside of the respondents' institution (i.e., external awards), or by the respondents' own institution (i.e., internal awards). The number of internal awards was significantly correlated with the number of external awards, $r(211) = .33, p < .001$. On average, respondents who applied for tenure-track positions and secured a job had *fewer* internal awards compared to those who did not secure a job, $t(211) = 2.60, p = .010, d = 0.35, M_{diff} = 1.3$ (Table 20). See Figure 12 for the frequency distributions by award type. There were no significant differences in the number of external awards between those who secured assistant professor positions and those who did not. There were no race (White/Non-White) or gender (Man/Woman) differences in number of internal and external awards received (all p 's $> .05$).

Table 20. Independent samples t-tests comparing number of internal and external awards by those who secured a tenure-track job versus those who did not.

Awards	Secured Tenure-track Job				No Tenure-track Job				<i>t</i>	<i>p</i>	<i>d</i>
	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>	<i>n</i>	<i>M</i>	<i>SD</i>	<i>Mdn</i>			
Internal	130	4.1	3.2	3.0	83	5.4	4.1	4.0	2.60	.010	0.35
External	131	2.6	2.6	2.0	83	3.3	3.6	2.0	1.64	.103	0.22

Note. *n* = number of respondents; *Mdn* = Median; *M* = Mean; *SD* = Standard deviation.

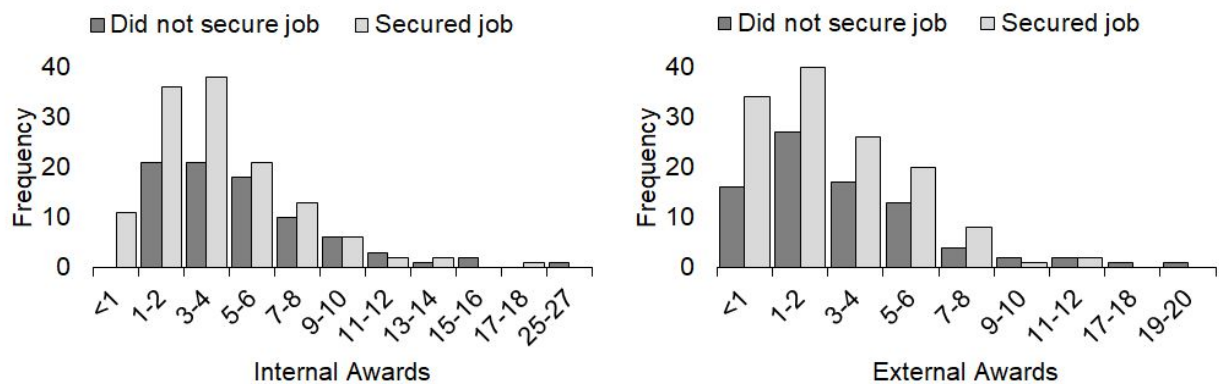


Figure 12. Frequency distributions of internal awards (left panel) and external awards (right panel) by those who applied to tenure-track positions and secured a position versus those who did not.

Summary

Overall, having more internal or external awards was not associated with greater success in attaining a tenure-track position.

Presentations

Presentations were operationalized as the combined number of posters and symposium presentations at major conferences at the time of the job search. There were no significant differences in the number of research presentations between those who applied for tenure-track positions and secured a job ($M = 18.1$, $SD = 8.9$, $Mdn = 16.0$, $n = 130$) and those who did not secure a job ($M = 19.3$, $SD = 14.1$, $Mdn = 15.5$, $n = 82$), $t(210) = -0.70$, $p = .485$, $d = 0.10$. Figure 13 below displays the frequency distributions.

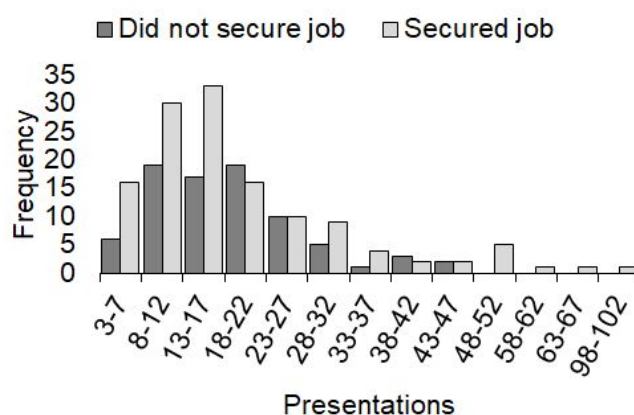


Figure 13. Frequency distribution of research presentations at major conferences by those who applied to tenure-track positions and secured a position versus those who did not.

Partner Outcomes

Only 26 respondents indicated that they had a partner also searching for a job at the time of the respondent's first job search. The numbers were in the single digits for subsequent job searches. We only show the outcomes for the first job search here (see Table 21). The most common outcome was that partners received no offers. For respondents who indicated "other," partners either continued their current job, continued their education, or found a job outside academia. We should note that even though our question was about partners who were *also* on the academic job market, some respondents provided responses for partners who were searching for jobs outside academia.

Table 21. Job outcomes for respondents' partners who were applying for jobs during respondent's first time on the market.

Partner's Job Outcome	Percent
Postdoc	19.2%
Assistant professor (tenure-track)	15.4%
Received no offers	30.8%
Other	19.2%
Full time instructor (non-tenure-track)	3.8%
Rejected offer	7.7%
Faculty/researcher (non-tenure-track)	3.8%

Note. Percent = Percent of total in each category ($n = 26$).

Salaries, Start-Up Packages, and Negotiation Tips

Of the 134 respondents who secured a tenure-track job, only 51 reported their starting salary ($M = 76,000$, $SD = 30,000$). Starting salaries ranged from 45,000 USD to 195,000 USD, with a median of USD 65,000. Starting salaries were not correlated with number of publications ($r(49) = -.04$), courses as instructor of record ($r(49) = -.20$), external awards ($r(48) = -.05$), or journal impact of publications ($r(20) = .20$), all p 's $> .05$. We thus chose to visualize variations in starting salary and startup packages as a function of applicant-independent variables, such as the cost of living in the area of the hiring institution, and the expense of the field's research equipment (see Figure 14).

Only 50 respondents reported the overall value of their start-up package ($M = 95,000$, $SD = 193,000$). Startup packages ranged from 0 USD to 1,000,000 USD, with a median of 20,000 USD. For better visualization, Figure 15 includes only 48 of 50 respondents who reported both their startup package and whether their field requires expensive equipment. The 2 respondents that were excluded in the graph received packages between 800,000 USD - 1,000,000 USD, and either agreed or strongly agreed that their fields require expensive equipment. Startup package was positively correlated with startup salary, $r(47) = .35$, $p = .013$.

Respondents were asked to report the extent to which they believed having a referral or personal connection helped them secure an assistant professor position ($n = 85$). Approximately 60% agreed or strongly agreed that having a personal referral or connection helped them secure a position (see Figure 16). Respondents who obtained an offer on their first ($M = 3.0$, $SD = 1.9$, $n = 27$), second ($M = 3.1$, $SD = 2.1$, $n = 9$), or third time on the job market ($M = 2.7$, $SD = 0.6$, $n = 3$) were equally likely to say that referrals helped them secure an assistant professor position ($F(2, 36) = 0.06$, $p = .939$). However, respondents who eventually secured an assistant professor position were more likely to say that having a referral or personal connection helped them secure a position ($M = 3.0$, $SD = 1.9$, $n = 37$) than respondents who did not secure a position ($M = 2.0$, $SD = 1.3$, $n = 48$), $t(83) = -2.8$, $p = .007$, $d = 0.61$.

Finally, we asked respondents to indicate which sources they found helpful for finding job opportunities and to write any advice they had for negotiating salaries and startup packages. Most respondents found job opportunities by conducting online searches and through professional listservs (see Figure 17). More specifically, people found jobs through Psych Wiki and through SPSP's, APA's, and APS's career listservs (see Table 22). Summarized salary and startup negotiation tips are listed below:

Salary Negotiation Tips From Successful Applicants

- If you are hired by a public institution, salaries can be found online. It is useful to look those up.
- First determine what you “need” and then always ask for (~10-30%) more than what you need.
- When compiling the list of your needs, don’t be afraid to ask for high quality products.
- It is possible to obtain summer salary at some institutions.
- It is important to keep in mind that, at universities, the salary might be fixed and start up packages may not be available.
- Talk to faculty at your hiring institution to get an idea of what is negotiable and what is not.
- During initial negotiations, it is important to think beyond just the salary. It is sometimes possible to get other development and research funds. Sometimes it is also possible to get a transitional living stipend if you moved for your position.
- Don’t be afraid to push back and be firm on your demands during negotiations, at least to a certain extent.
- If you made a good connection at that institution, don’t be afraid to use it. Sometimes faculty are happy to help in this process.

Startup Package Negotiation Tips From Successful Applicants

- Start early. A good time to work on drafting a start-up budget is after applying for jobs and before you hear back from them.
- Negotiate both the amount of your startup package and the duration that it will be available.
- Justifying your needs using arguments in line with the mission of the institution can be helpful (e.g., improve the experience of students).
- Use the particular skills that you are being hired for in your negotiations and for justifying the budget.
- Be specific in what you need and have a strong justification for it.
- Consider negotiating a course release and job load, especially for your first and second year.
- Sometimes it is possible to negotiate the office and lab space.
- Find out what is already included in your institution’s standard package (e.g., printers, computers).
- Budget money for specialty programs (e.g., eprime, mplus, millisecond). But first, check what are the default programs already offered by the institution.
- Consider asking for money to pay research assistants and graduate students.

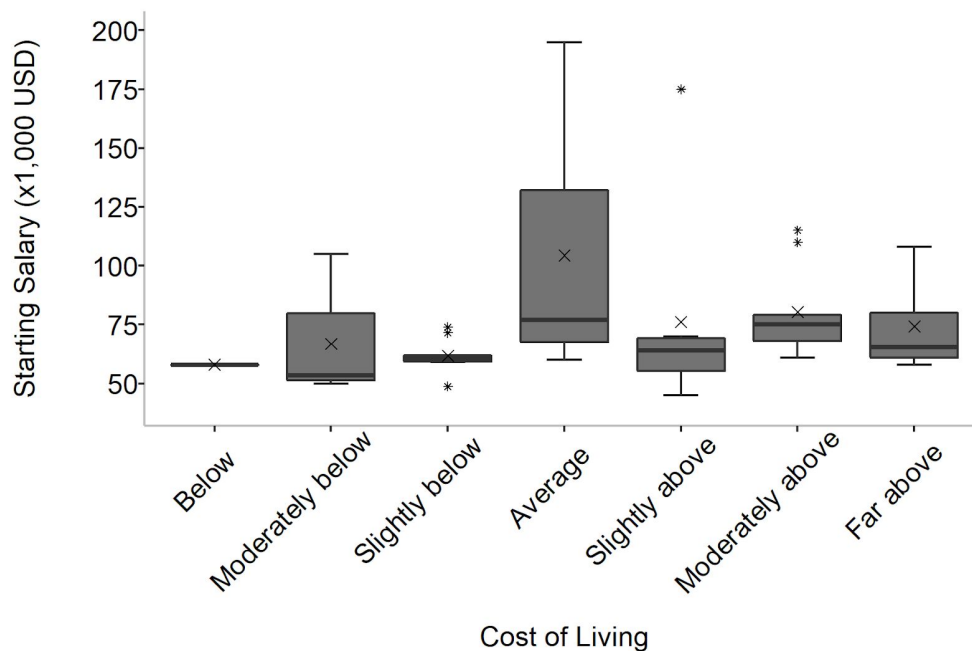


Figure 14. Box plots displaying the median starting salary and frequency quartiles by cost of living. The x's mark the mean.

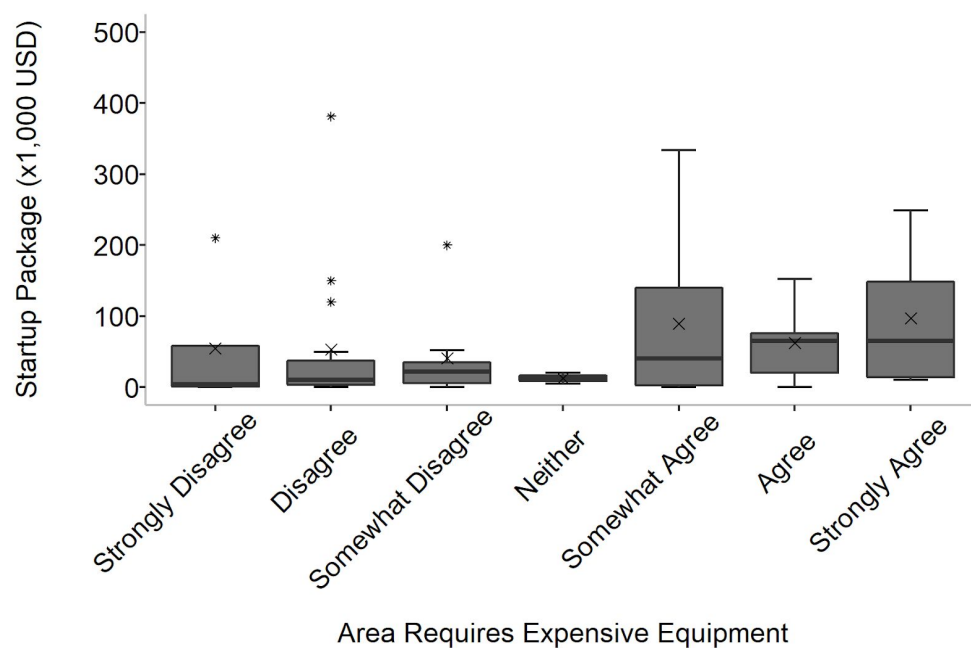


Figure 15. Box plots displaying the median startup package value and frequency quartiles by agreement on whether research area requires expensive equipment. The x's mark the mean.

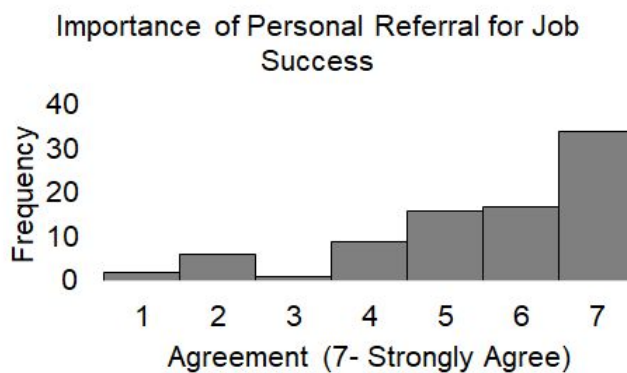


Figure 16. For those who selected that they had used a personal referral as part of their job search ($n = 85$), we asked how important they believed that referral was for their job success.

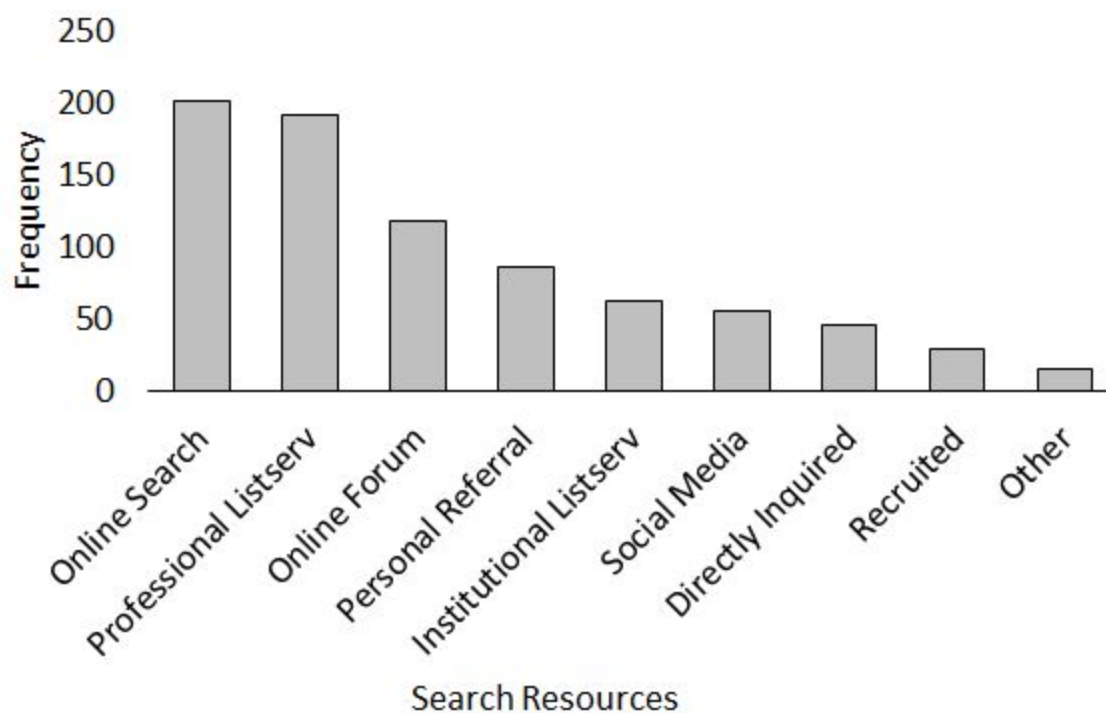


Figure 17. Sources indicated as helpful in respondents' search for post docs and academic jobs.
Note. Fifteen respondents selected "other" and described a search resource other than the options provided in the survey: 10 reported using Psych Jobs Wiki, 4 reported using Higher Ed Jobs, 1 reported using Chronicle Jobs, 1 reported using Indeed.com, and 2 reported using websites specific to Canada and the UK.

Table 22. Resources that applicants listed as helpful in their search for academic jobs.

Helpful Resources	Percent
Psych Wiki	38.4%
Professional Listservs (E.g., SPSP, APS, APA)	15.8%
Other	15.8%
Professional Websites (SPSP, APS, Indeed, LinkedIn)	12.8%
HigherEdJobs.com	12.3%
Twitter	4.9%

Note. Percent = Percent of respondents who listed each resource ($n = 203$).

Limitations

We should note that individuals may self-select into the academic job market, and therefore, differences in the number of publications, presentations, awards, and taught courses may be predictive at an earlier stage in the academic track. For example, these factors may predict who opts in or out of pursuing an academic job, but our data did not speak to these differences. A word of caution is also warranted when interpreting the effects of journal impact, as these were self-reports based on a subjective assessment of one's own publication record, not a measure of actual journal impact factors. Finally, we did not measure years from graduation at the time of the candidates' job search nor did we measure the type of institutions to which candidates were applying (e.g., primarily research-focused vs primarily-teaching focused). In retrospect, we would have liked to control for years from graduation because two job candidates with the same number of publications, for example, may be viewed differently depending on the time span in which they produced those publications. Similarly, number of publications and courses taught, for example, may be predictive of job success depending on the type of institution to which candidates are applying. We urge readers to consider these limitations when interpreting the findings outlined in this report.

Appendix A

Recruitment email

In an effort to make the academic job market more transparent, the Student Committee is surveying social and personality psychology Ph.D. graduates (2013-onward) who have recently been on the job market for academic positions. We are interested in knowing more about your profile, job search experiences, and the outcomes of your job searches.

All information is collected anonymously and will only be reported in aggregate to protect the confidentiality of our respondents. We anticipate the survey will take approximately 7-10 minutes to complete.

Thank you so much for helping to make the academic job market more transparent!
SPSP Student Committee

Reminder email

Last chance to participate in this survey!

In an effort to make the academic job market more transparent, the Student Committee is surveying social and personality psychology Ph.D. graduates (2013-onward) who have recently been on the job market for academic positions. We are interested in knowing more about your profile, job search experiences, and the outcomes of your job searches.

All information is collected anonymously and will only be reported in aggregate to protect the confidentiality of our respondents. We anticipate the survey will take approximately 10-15 minutes to complete.

Thank you so much for helping to make the academic job market more transparent!
SPSP Student Committee



Appendix B

Job Market Survey

Start of Block: Basics & Demographics

Thank you for completing our survey!

Our purpose is to compile descriptive statistics about social and personality psychology Ph.D. graduates who go on the job market for academic positions. We are interested in knowing more about your profile, job search experiences, and the outcomes of your job searches.

All information is collected anonymously and will only be reported in aggregate to protect the confidentiality of our respondents. We anticipate the survey will take approximately 7-10 minutes to complete.

Before starting the survey, please have your CV at hand. It will help you answer some of our questions.

Thank you so much for helping to make the academic job market more transparent!

SPSP Student Committee

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What is your gender?

☐ Man

☐ Woman

☐ Non-binary/Third gender

☐ Prefer to self-describe _____

☐ Prefer not to answer



What is your race or ethnicity?

- ☐ Asian
- ☐ Black/African descent
- ☐ Caucasian/White
- ☐ Hispanic/Latino
- ☐ Native American
- ☐ Pacific Islander
- ☐ Middle Eastern/North African
- ☐ Multiracial
- ☐ Prefer to self-describe _____
- ☐ Prefer not to answer

When did you complete your Ph.D.? (you can select your expected year)

- ☐ 2013
- ☐ 2014
- ☐ 2015
- ☐ 2016

☐ 2017

☐ 2018

☐ 2019

☐ 2020

☐ 2021

What is your current position?

☐ Graduate student

☐ Postdoc

☐ Research scientist/faculty (non-tenure track)

☐ Adjunct faculty

☐ Full-time Instructor/Teaching Professor (non-tenure track)

☐ Assistant professor (tenure track)

☐ Other _____

How many times have you actively been on the job market?

End of Block: Basics & Demographics



Start of Block: Job Market Occasions

Think about occasion # when you were on the job market.

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Please select the option that best describes where you sought jobs (select all that apply).

("Nationally" describes your country of residence at the time you applied).

- ☐ Only nationally
- ☐ Only internationally
- ☐ Nationally and internationally

Please select the option that best describes the scope of your search.

- ☐ Anywhere where opportunities were available
- ☐ Only within specific geographical area/region
- ☐ Only within a specific state
- ☐ Only within a specific city

In which country did you reside at the time?



To what extent do you agree or disagree that the scope of your job search was influenced by partner or family considerations?

- ☐ Strongly agree
- ☐ Agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

Page Break

For each type of position listed below, please indicate the number of jobs for which you applied on occasion #[\\${Im://Field/1}](#) when you were on the job market.

Tenure-track professor

Postdoc (Include informal inquiries to work with someone)



Research scientist/faculty (non-tenure track)

Full-time instructor/teaching professor (non-tenure track)

Adjunct professor (non-tenure track)

Page Break

Display This Question:

If If Tenure-track professor Text Response Is Greater Than 0

On occasion # $\{Im://Field/1\}$ when you were on the job market, you said you applied to $\{TenureNum/ChoiceTextEntryValue\}$ **tenured-track jobs.**

How many call-backs did you receive? (phone or video chat interviews)

Display This Question:

If If Tenure-track professor Text Response Is Greater Than 0

How many in-person interviews did you receive?



Display This Question:

If If Tenure-track professor Text Response Is Greater Than 0

How many offers did you receive?

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Display This Question:

If If Postdoc (Include informal inquiries to work with someone) Text Response Is Greater Than 0

On occasion #[\\${Im://Field/1}](#) when you were on the job market, you said you applied to [\\${PostdocNum/ChoiceTextEntryValue}](#) postdocs.

How many call-backs did you receive? (phone or video chat interviews)

Display This Question:

If If Postdoc (Include informal inquiries to work with someone) Text Response Is Greater Than 0

How many offers did you receive?



Page Break

Display This Question:

If If Research scientist/faculty (non-tenure track) Text Response Is Greater Than 0

On occasion # $\{\text{Im}://\text{Field}/1\}$ when you were on the job market, you said you applied to $\{\text{RsrchNum}/\text{ChoiceTextEntryValue}\}$ **research scientist/faculty positions.**

How many offers did you receive?

Display This Question:

If If Full-time instructor/teaching professor (non-tenure track) Text Response Is Greater Than 0

On occasion # $\{\text{Im}://\text{Field}/1\}$ when you were on the job market, you said you applied to $\{\text{InstrucNum}/\text{ChoiceTextEntryValue}\}$ **full-time instructor/teaching positions.**

How many offers did you receive?

Display This Question:

If If Adjunct professor (non-tenure track) Text Response Is Greater Than 0

On occasion # $\{\text{Im}://\text{Field}/1\}$ when you were on the job market, you said you applied to $\{\text{AdjunctNum}/\text{ChoiceTextEntryValue}\}$ **adjunct faculty positions.**



How many offers did you receive?

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The following questions refer to occasion #[\\${Im://Field/1}](#) when you were on the job market. Your responses should reflect your CV at that time.

How many publications did you have?

How many first-author publications did you have?

How many empirical or theoretical publications did you have? (As opposed to review papers or book chapters)

Please choose the option that best describes the type of journals in which you had publications.

- ☐ All or mostly high impact journals
- ☐ A mix, but more high impact journals than low impact journals
- ☐ A mix, but more low impact journals than high impact journals
- ☐ All or mostly low impact journals

☐ Mostly book chapters

Page Break

The following questions refer to occasion #[\\${Im://Field/1}](#) when you were on the job market. Your responses should reflect your CV at that time.

What was your h-index? (leave blank if you don't know or don't remember)

The h-index is a measure of productivity and citation impact.

Approximately how many articles did you have under review? (Including articles that had received a revise & resubmit decision and were currently being revised)

Of the articles you had under review, of approximately how many were you first author?

Approximately how many articles did you have in preparation?

Of the articles you had in preparation, of approximately how many were you first author?

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How many times had you taught a course independently? (Include recitations)

How many times had you been a teaching assistant? (i.e., you were not the main instructor for any parts of the course)

How many guest lectures had you taught? (one-time invited lectures)

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How many presentations did you have at major conferences? (Include poster and symposium presentations)

How many *external* awards/fellowships/grants did you have? (i.e., granted by an agency outside of your institution)

How many *internal* awards/fellowships/grants did you have? (i.e., granted by your institution)



Page Break

What was the outcome of your job search?

(These are U.S. labels. If you applied internationally, please choose the option that most closely matches your appointment or select "other" and write in your response)

- ☐ Did not receive any offers
- ☐ Received an offer(s), but did not take it
- ☐ Postdoc
- ☐ Research scientist/faculty (non-tenure-track)
- ☐ Adjunct faculty (non-tenure track)
- ☐ Full-time Instructor/Teaching Professor (non-tenure track)
- ☐ Assistant professor (tenure-track)
- ☐ Associate professor (tenured)
- ☐ Other _____

Did you have a partner also in the academic job market?

- ☐ Yes
- ☐ No



What was the outcome of their job search?

- ☐ N/A
- ☐ Did not receive any offers
- ☐ Received an offer(s), but did not take it
- ☐ Postdoc
- ☐ Research scientist/faculty (non-tenure-track)
- ☐ Adjunct faculty (non-tenure track)
- ☐ Full-time Instructor/Teaching Professor (non-tenure track)
- ☐ Assistant professor (tenure-track)
- ☐ Associate professor (tenured)
- ☐ Other _____

Display This Question:

If Loop current: What was the outcome of your job search? (These are U.S. labels. If you applied internationally,... = Assistant professor (tenure-track))

Or Loop current: What was the outcome of your job search? (These are U.S. labels. If you applied internationally,... = Associate professor (tenured))

You said you were hired as an [\\${Outcome/ChoiceGroup/SelectedChoices}](#).

Which of these best describes the institution that hired you?



- ☐ Primarily teaching focused
- ☐ Primarily research focused
- ☐ Equally teaching and research focused
- ☐ A combination of research and teaching not described above

Display This Question:

If Loop current: What was the outcome of your job search? (These are U.S. labels. If you applied internationally,... = Assistant professor (tenure-track)

Or Loop current: What was the outcome of your job search? (These are U.S. labels. If you applied internationally,... = Associate professor (tenured)

Which of these best describes the program that hired you?

- ☐ Social Psychology
- ☐ Cognitive Psychology
- ☐ Developmental Psychology
- ☐ Quantitative Psychology
- ☐ Industrial/Organizational Psychology
- ☐ Neuroscience
- ☐ Management or Marketing
- ☐ School of Education



☐ Public Health

☐ Other _____

End of Block: Job Market Occasions

Start of Block: Tenure-track offer

Please answer the following questions in regard to your first tenure-track position.

To help us contextualize subsequent questions about salary and start-up packages, please answer the following questions:

How would you describe the cost of living in the area where your hiring institution was located?

☐ Far above average

☐ Moderately above average

☐ Slightly above average

☐ Average

☐ Slightly below average

☐ Moderately below average

☐ Far below average

What type of institution was it?

☐ Private

☐ Public or state

To what extent do you agree or disagree that your area of research requires expensive equipment or incentives?

☐ Strongly agree

☐ Agree

☐ Somewhat agree

☐ Neither agree nor disagree

☐ Somewhat disagree

☐ Disagree

☐ Strongly disagree

What was your starting salary?

What was the value amount of your start-up package?



Feel free to share any tips about negotiating your salary/start-up package.

Feel free to share other details of your start-up package that seem relevant (e.g., course releases, equipment, etc.)

End of Block: Tenure-track offer

Start of Block: Job search strategies

Please select which of the following sources helped you identify job/postdoc opportunities (select all that apply)

- ☐ Online search
- ☐ Institutional listserv



- ☐ Professional listserv (e.g., through professional organizations like SPSP)
- ☐ Online forum
- ☐ Personal referral
- ☐ I directly inquired about opportunities at a specific institution (i.e., reached out to the department, program, or potential postdoc advisor)
- ☐ I was recruited for an opportunity (i.e., an institution contacted you directly)
- ☐ Social media (Twitter, Facebook, etc.)
- ☐ Other _____

Please enter the names of any sources you found particularly helpful so that we can share those resources with students.

Display This Question:

If Please select which of the following sources helped you identify job/postdoc opportunities (selec... = Personal referral

To what extent do you agree or disagree that having a personal referral/connection helped you secure a position?

- ☐ Strongly agree
- ☐ Agree



- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Disagree
- ☐ Strongly disagree

Page Break

Thank you so much for taking our survey! Your answers will help current graduate students better understand the current job market.

If you have any additional comments, please write them below.

If you are willing to share your job materials with students who are currently on the job market, please click on the link below to enter your e-mail address and we will contact you. If we get enough responses, we will work on creating a repository that can serve as a reference for students.

[Yes, I want to share my materials!](#)

End of Block: Job search strategies

