The job market

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The cold hard facts

**Summary**

**Quick Facts: Zoologists and Wildlife Biologists**

<table>
<thead>
<tr>
<th>Employment</th>
<th>Employment RSE (3)</th>
<th>Mean hourly wage</th>
<th>Mean annual wage (2)</th>
<th>Wage RSE (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18,380</td>
<td>2.1 %</td>
<td>$29.75</td>
<td>$61,880</td>
<td>0.7 %</td>
</tr>
</tbody>
</table>

**Percentile wage estimates for this occupation:**

<table>
<thead>
<tr>
<th>Percentile</th>
<th>10%</th>
<th>25%</th>
<th>50% (Median)</th>
<th>75%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Wage</td>
<td>$17.46</td>
<td>$21.85</td>
<td>$27.60</td>
<td>$34.96</td>
<td>$45.23</td>
</tr>
<tr>
<td>Annual Wage (2)</td>
<td>$36,310</td>
<td>$45,460</td>
<td>$57,420</td>
<td>$72,710</td>
<td>$94,070</td>
</tr>
</tbody>
</table>

**Event ID**

Growth will occur but slowly

- Projected job growth in “Zoologist and Wildlife Biologists” apx. 8.7% over the next 20 years

- Largest employer is State, Federal and Industry (in that order)
Academic jobs may be worse - Big Schools

- U of Washington “Ecology or Evolutionary Biologist” 465 applicants
- UCSB “Ecology or Evolutionary Biologist” >707 applicants
- U of Wyoming “Conservation Biology” >250 applicants
- Columbia “Conservation Biology” apx. 150
- Wisconsin “Cognitive Psychology” 300 applicants
- University of Maryland “Integrative Biologist” 300 applicants
Academic jobs may be worse - Small Schools

- Drew University “Aquatic Ecologist” ~70 applicants
- Kutztown University “Conservation Biologist” ~35 applicants
- Kings College “Anatomy” 25, “Neurobiology” 100
- Southern Illinois Carbondale “Zoology” 200
Academic filtering

10% GRAD SCHOOL  50% POST DOC  1% ACADEMIC JOB

=.005% OF APPLICANTS END UP AS PROFS.
This is for data pooled by gender. Women have it worse.

Fig. 1. Competence, hireability, and mentoring by student gender condition (collapsed across faculty gender). All student gender differences are significant ($P < 0.001$). Scales range from 1 to 7, with higher numbers reflecting a greater extent of each variable. Error bars represent SEs. $n_{\text{male student condition}} = 63$, $n_{\text{female student condition}} = 64$.  

Wednesday, October 31, 12
Women in academia

- Loss of Ph.D. to the industry represents a significant loss of invested time and money
- Women who apply for faculty positions faired well in interviews
- However time to tenure was longer, grant success was lower, percentage of women up for tenure was lower
Unconscious bias

Resumes and journal articles tend to be rated lower when told author was a woman - even by those who espouse egalitarianism

Female postdocs need significantly more publications to achieve the same perceived level of competency as males

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Scared yet?
So how can we get you a job

- Network
- Gain experience
- Work on your application package
Networking

- You never know where you’re going to find a contact
- Columbia is a great place to meet people, gives you an in to our sister institutions
- You can exchange your labor for wages, just make sure you are being compensated fairly
Interacting professionally

- Do not badmouth other people - your mother was right
- Keep a positive attitude
- Be on time, be polite
Gain experience

- You are going to be tasked with specific requirements in your job
- You want to demonstrate that you know how to do these
- Failing that, you want to demonstrate that you know how you can learn how to do these things
Don’t get exploited

- You are spending a lot of money for your education
- You are free to spend your time as you see fit
- Just make sure you’re getting what you want out of the equation.
Honorary Research Assistant
University of Birmingham - School of Psychology

Applications are invited from excellent graduates of Psychology or a related discipline for the post of Honorary Research Assistant. The appointee will work on a voluntary basis in the School of Psychology to support a new clinical research study of mental illness in adolescents and young adults. Applicants should be keen to learn core research skills for clinical assessment and have a strong interest in psychological disorders. The primary role will be conducting clinical assessments with adolescents and young adults who are seeking help for mental health issues. The role will also include ongoing assessment of participants and some data entry and management.

The project is a longitudinal study aimed at understanding psychosocial, environmental and biological predictors of the onset and course of major mental illnesses (depression, bipolar and schizophrenia).

The assistant will be part of the Adolescent Brain Development and Mental Health Group and work under the direction of Prof Stephen Wood and Dr Ashleigh Lin. They will provide regular supervision. Recent publications from the group can be viewed at:

http://www.birmingham.ac.uk/schools/psychology/people/profile.aspx?Refere nceId=8875
http://www.birmingham.ac.uk/schools/psychology/people/profile.aspx?Refere nceId=24921

Office space will be available within the School of Psychology at the University of Birmingham.

The start date is August 6th, 2012 or as soon as possible after that date.

Informal enquiries and applications should be directed to Stephen Wood (s.j.wood@bham.ac.uk).

The posts are offered on a voluntary basis. The minimum time commitment required is two days per week. A recent enhanced CRB clearance is required. Applicants must have access to a motor vehicle to drive to assessments (there will be full reimbursement for mileage).

Applicants should send curriculum vitae along with a cover letter explaining their suitability for the position to:

Research Assistant Application,
Prof Stephen Wood,
School of Psychology,
The University of Birmingham, Edgbaston,
Birmingham B15 2TT.

The deadline for the receipt of applications is July 13th 2012.
So what is acceptable?

- Volunteer position where you get directed experience
- My general rule of thumb. If I have someone working for me, they are getting cash or a publication
Work on your application package

- Remember the slide listing the number of applicants
- The search committee is going to have a very finite amount of time to read a seemingly infinite number of applicants
- You have two or three minutes to make your application shine
Five ways to tank your application

- You drone on about your dissertation
- You think people are out to get you in your department / discipline
- You constantly repeat the main point
- You make excuses for yourself
- You’re overly deferential
Do not drone on about your dissertation

- The point is that you got a dissertation but they aren’t hiring you on exclusively on past performance
- Rather they want to see you have a career arc. A clear trajectory as to where you want to go
- Interviews are dialogues. Think a tennis match
You think people are out to get you in your department / discipline

- Paranoia is unflattering
- You’re probably not attracting that much attention
- My argument has seriously offended people is not mysterious sounding, it sounds overly dramatic
You constantly repeat the main point

- Speak and write confidently. Repeating yourself looks like you’re trying to fill up space

- Give yourself a title in your writing “I am a community ecologist interested in trophic structure”
You make excuses for yourself

* When asked to teach an Intro class do not say “I don’t know, I’m not sure etc.”

* Instead answer “I love the chance to teach large course because I get to reach new set of undergrads and turn them on to how fascinating our field is”

* “I would use XX textbook because it is the best fit, but would supplement with YY”
You’re overly deferential

◆ When you interview project the confidence that you are a future colleague

◆ Act and dress the part. Research the position so you can carry on an intelligent conversation

◆ Write down questions ahead of time so that you can fill awkward silences

◆ Learn to look someone in the eye and shake their hand with confidence
Closing thoughts

- There is this idea that the ONLY path is MA -> Ph.D. -> Postdoc -> Tenure Track job but this is not true

- The best job is one that you like regardless of where you find it.