

# Job market / Career talk

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Many thanks to [Lisa Spanting](#) for allowing to use and modify her presentation.

## Overview

### Outline:

- ▶ Career advise
- ▶ External funding
- ▶ American economic job market
- ▶ Remaining questions

### About you:

- ▶ Which year Phd student?
- ▶ Who want's to stay in academia?
- ▶ How much do you know about the *American economic job market*?

## Why this career path?

- ▶ Stay As long as 'fun' outweighs the "suffering"
- ▶ Try to know your outside options
- ▶ In the marriage market *and* inn academia:  
"Für jeden Topf gibt es einen passenden Deckel"  
"There is a fitting lid for each pot"

## My personal career advise

- ▶ Always reflect on what kind of scientist / worker you are:
  - ▶ Mathematician, theorist, or applied
  - ▶ Like to work vs. with many.
  - ▶ Great networking skills
  - ▶ Excellent coordinator
  - ▶ Love single-author or multi-author
  - ▶ Prefers writing or coding
  - ▶ Like communication
- ▶ Find a mentor (and mentor)
- ▶ Pure necessity is a great incentive, but try to avoid it
- ▶ Don't miss deadlines: Make an excel sheets!!!
  - ▶ Conferences
  - ▶ Funding
  - ▶ Prizes
- ▶ Celebrate every small success

# External funding

## Sources

- ▶ DAAD *PRIME*
- ▶ DFG *Walter Benjamin Stipendium / Fellowship*
- ▶ Fulbright (Phd only?)
- ▶ EU *Marie Sklodowska-Curie fellowships (global, local)*
  
- ▶ Volkswagenstiftung: *Freigeist*
- ▶ DFG *Emmy Noether programm*
- ▶ Alexander von Humboldt Stiftung: *Feodor Lynen Research Fellowship*
- ▶ Leibniz Association: *"Best Minds" funding programme*
- ▶ Fritz Thyssen Stiftung: *Projects in the humanities and social sciences*
- ▶ Daimler und Benz Stiftung
- ▶ Continuously new special funding opportunities from Volkswagenstiftung, DFG, etc.

## Develop an idea

- ▶ Combine stuff (disciplines, techniques)
- ▶ Something that advances builds on your past research
- ▶ Something that advances your research agenda
- ▶ Something that advances your skills
- ▶ Must sound feasible!!!

## Finding a collaboration

- ▶ Just write the email - with the excerpt of your research idea
- ▶ US academics respond super fast
- ▶ Professors seem very uncomplicated, little animosities
- ▶ As long as they don't have to invest much, they are very much willing to help:
- ▶ Signing a prepared document doesn't cost anything.
- ▶ Asking the department head to sign a document, doesn't cost anything either.
- ▶ All bureaucracy lies with the administration (e.g. visa, etc.)



## Writing

- ▶ Scientific part is only 20% or less
- ▶ CV, cover letter, career development plan, data management plan, personal motivation, future research opportunities, policy outreach, teaching experience, .....
- ▶ Ask everybody you know for their templates

## Marie Skłodowska-Curie Individual fellowship

- ▶ European and Global Postdoctoral Fellowships
- ▶ Excellent assistance by the international office
- ▶ Must check all the boxes!

## Success rate

Number of eligible proposals	MSCA-IF-2020: Cumulative percentage of proposals above threshold, with a given score or higher (funding ranking marked in green)																		
	832 proposals	707 proposals	230 proposals	1230 proposals	175 proposals	1168 proposals	1052 proposals	1929 proposals	194 proposals	993 proposals	2105 proposals	62 proposals	18 proposals	109 proposals	144 proposals	137 proposals	12 proposals	71 proposals	396 proposals
Cut off score for funding*	90.0	92.4	88.6	93.0	95.0	94.0	93.6	91.4	93.8	92.4	93.4	90.2	93.0	92.2	91.8	90.8	93.8	92.6	90.4
Score equal to or above	CAR	RI	IE	ST-CHE	ST-ECO	ST-ENG	ST-ENV	ST-IF	ST-MAT	ST-PHY	ST-SOC	GF-CHE	GF-ECO	GF-ENG	GF-ENV	GF-LIF	GF-MAT	GF-PHY	GF-BC
100	0.00%	0.14%	0.43%	0.18%	0.57%	0.25%	0.29%	0.41%	0.00%	0.00%	0.29%	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%
99	0.16%	1.13%	1.30%	0.24%	1.14%	0.76%	1.06%	0.96%	0.60%	0.30%	0.98%	0.98%	6.28%	1.56%	2.19%	0.00%	0.00%	0.00%	0.25%
98	1.11%	3.68%	2.61%	1.46%	4.00%	1.68%	2.09%	3.47%	1.58%	1.51%	2.85%	3.23%	12.50%	6.42%	2.08%	5.11%	0.00%	2.82%	1.77%
97	2.53%	5.09%	3.04%	2.93%	6.80%	2.95%	4.75%	5.70%	2.06%	2.52%	3.90%	4.84%	12.50%	7.34%	5.56%	8.03%	0.00%	8.45%	2.78%
96	4.43%	8.06%	6.52%	4.55%	9.14%	5.44%	8.37%	8.14%	5.67%	3.63%	5.94%	8.06%	12.50%	9.17%	10.42%	8.76%	8.33%	8.45%	5.05%
95	6.01%	12.31%	8.70%	7.56%	13.16%	6.60%	8.84%	13.30%	7.73%	5.04%	8.12%	8.06%	18.75%	11.92%	13.69%	8.76%	16.67%	11.27%	8.56%
94	7.91%	15.84%	10.43%	9.76%	13.71%	12.37%	11.31%	14.46%	10.62%	7.25%	11.16%	11.29%	18.75%	14.66%	15.57%	9.49%	16.67%	12.68%	12.02%
93	9.81%	18.10%	13.04%	12.44%	14.86%	15.07%	14.92%	17.68%	14.43%	11.18%	13.78%	12.90%	25.00%	21.10%	18.06%	13.14%	25.00%	18.31%	14.36%
92	13.13%	21.78%	15.65%	15.12%	18.86%	17.76%	18.54%	19.85%	19.07%	14.70%	16.25%	16.13%	25.00%	26.61%	20.83%	15.30%	25.00%	26.76%	16.92%
91	16.61%	26.03%	18.26%	18.94%	20.57%	21.97%	22.24%	22.50%	19.95%	17.42%	19.57%	20.97%	25.00%	31.19%	25.00%	21.17%	25.00%	29.98%	21.21%
90	18.83%	30.27%	20.81%	22.85%	22.86%	25.59%	25.87%	25.51%	21.65%	20.44%	22.32%	22.58%	31.25%	37.61%	28.47%	27.01%	25.00%	30.99%	24.75%
89	22.15%	33.85%	21.30%	25.85%	27.43%	28.96%	29.75%	28.82%	26.29%	24.17%	25.46%	30.65%	31.25%	40.37%	31.25%	33.56%	33.33%	38.23%	28.77%
88	24.05%	39.32%	24.76%	30.33%	28.14%	32.07%	32.70%	31.73%	31.44%	28.70%	28.38%	32.26%	31.25%	43.12%	36.11%	37.96%	50.00%	40.85%	29.55%
87	26.42%	43.00%	26.90%	33.74%	30.86%	35.52%	35.08%	35.10%	33.51%	32.73%	30.40%	36.71%	37.50%	47.71%	40.00%	40.86%	50.00%	45.07%	32.56%
86	29.43%	47.62%	28.70%	37.32%	32.00%	38.09%	38.21%	38.31%	37.63%	38.07%	33.06%	46.77%	37.50%	47.71%	43.75%	45.26%	50.00%	49.30%	35.10%
85	31.65%	51.06%	30.87%	40.16%	34.29%	41.33%	41.06%	41.01%	40.72%	42.30%	35.63%	50.00%	37.50%	49.54%	51.39%	48.18%	50.00%	50.70%	36.64%
84	34.69%	54.88%	33.91%	43.82%	36.57%	44.53%	46.20%	44.69%	46.39%	45.12%	38.24%	54.84%	37.50%	53.21%	53.47%	48.91%	50.00%	53.52%	41.16%
83	36.99%	57.14%	36.09%	46.50%	37.14%	46.97%	50.29%	49.20%	48.97%	49.75%	41.09%	58.06%	43.75%	55.05%	56.94%	49.64%	50.00%	57.75%	42.66%
82	39.87%	60.68%	38.57%	50.89%	38.43%	50.17%	53.71%	52.25%	52.06%	52.87%	44.22%	62.90%	56.25%	56.96%	63.19%	51.82%	58.33%	59.15%	44.95%
81	42.86%	63.51%	43.91%	55.40%	40.57%	52.53%	56.46%	55.05%	54.31%	55.99%	46.51%	66.13%	58.75%	58.72%	65.57%	57.66%	61.97%	61.97%	48.48%
80	44.94%	66.34%	47.83%	59.54%	42.29%	56.06%	60.27%	57.80%	61.86%	59.52%	49.12%	70.97%	56.25%	61.47%	68.06%	62.04%	66.67%	63.38%	51.26%
79	48.10%	69.17%	51.74%	61.54%	44.57%	58.25%	63.31%	60.86%	65.46%	63.34%	51.98%	74.19%	56.25%	65.14%	68.75%	65.69%	66.67%	64.70%	53.26%
78	50.63%	70.86%	56.09%	64.63%	50.86%	60.69%	65.49%	63.56%	68.04%	65.76%	54.25%	76.03%	56.25%	66.97%	70.83%	68.61%	66.67%	71.83%	55.86%
77	53.48%	73.27%	57.83%	67.40%	52.57%	62.79%	67.59%	66.51%	69.07%	67.98%	57.01%	83.87%	56.25%	68.81%	75.00%	70.80%	75.00%	74.85%	57.83%
76	56.05%	76.10%	60.43%	70.16%	54.29%	65.32%	70.66%	69.26%	71.13%	71.20%	59.57%	87.10%	56.25%	70.64%	77.00%	72.89%	75.00%	80.28%	60.10%
75	59.34%	77.37%	63.04%	72.44%	56.00%	67.42%	71.58%	71.59%	73.20%	75.23%	62.14%	88.71%	56.25%	75.23%	80.56%	73.72%	75.00%	80.28%	62.88%
74	61.55%	78.38%	64.76%	74.07%	58.80%	69.78%	74.05%	73.47%	74.74%	77.14%	63.71%	93.20%	56.25%	77.06%	82.84%	74.81%	83.33%	81.69%	64.65%
73	63.20%	81.47%	68.26%	76.02%	60.00%	71.30%	75.95%	75.48%	77.84%	79.15%	65.84%	91.94%	62.50%	76.82%	83.33%	76.64%	83.33%	83.10%	67.17%
72	65.82%	82.66%	69.70%	78.70%	63.43%	73.06%	77.66%	77.66%	78.87%	79.96%	67.51%	91.94%	68.75%	82.62%	83.33%	78.83%	91.67%	83.10%	69.65%
71	67.88%	83.65%	70.80%	80.73%	65.14%	74.58%	79.75%	79.52%	79.90%	81.77%	69.63%	93.55%	75.00%	82.57%	84.72%	78.83%	91.67%	84.51%	71.97%
70	69.94%	85.01%	72.61%	82.60%	66.86%	76.01%	80.95%	81.44%	82.47%	84.79%	71.95%	93.55%	75.00%	84.40%	85.42%	81.02%	91.67%	85.92%	72.73%
Percentage of proposals below threshold (<70)	30.05%	14.90%	27.39%	17.40%	33.14%	23.00%	10.01%	18.55%	17.53%	15.21%	28.41%	8.45%	23.00%	15.00%	14.55%	18.06%	8.33%	14.08%	27.27%

\* your proposal can have the same score as the cut off score yet not be funded, due to additional priorities (as defined in the Guide for Applicants) and ex-aequo ranking decisions by the panel.

## How to interpret this table

The percentage of proposals above the overall threshold and with a given score or higher is shown per ranking list. Green shows the funding range. Proposals below the overall threshold are shown separately and are not part of the cumulative total.

For example:

- in the CAR ranking, 6.01% of all eligible proposals submitted in this ranking list scored 95 or higher. The funding cut off is 90.
- in the ST-PHY ranking, 20.44% of all eligible proposals submitted in this ranking list scored 90 or higher. The funding cut off is 92.4.
- in the GF-SOC ranking, 27.27% of all eligible proposals submitted in this ranking list scored less than the threshold (70) and were rejected.

## Challenges so far

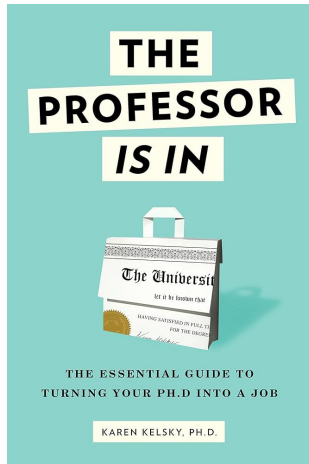
- ▶ A lot of bureaucracy
- ▶ Not a lot of money to have a family in the US
- ▶ Doesn't have sooo much prestige in the US

# American Economic Job-Market

Many thanks to [Lisa Spanting](#) for allowing to use and modify her presentation.

## Resources

- ▶ **A must read:** “The Professor Is In: The Essential Guide To Turning Your Ph.D. Into a Job”.  
[Book & webpage.](#)
- ▶ **Job Market Guide** and Advice by John Cawley
  - ▶ Example Questions for the 30 min interview on *pages 40ff*
- ▶ **Webinar** on the Job Market for New Economics Ph.D.s (2021)



## Associations

I strongly recommend becoming a member of your association. The professional associations offer many seminars and career development opportunities. For me, they are:

- ▶ AER (\$25 for students)
- ▶ AERE (\$25 for students)
- ▶ NAREE
- ▶ EREA
- ▶ Agricultural & Applied Economics Association (AAEA)
- ▶ American Association of Geographers (AAG)
- ▶ Society for Conservation Biology

## Email lists

I urge you to subscribe to the email lists.

- ▶ **ResEcon Listserv** (AERE) – All academic and research-related job opportunities related to Env.Econ. (in the US and beyond) are posted via this email list! (An absolute must to subscribe)
- ▶ **TREE seminars**
- ▶ **Environmental Politics and Governance (EPG) Network:**
  - ▶ email list
  - ▶ Biweekly EPG Seminars
- ▶ **AERE@OSWEET** (Online Summer Workshop in Environment, Energy, and Transportation (Economics))
- ▶ **Society for Conservation Biology:**
  - ▶ **Impact Evaluation Working Group** (regular seminar series)



## Academic Job market pages

- ▶ <https://www.aeaweb.org/joe/listings>
- ▶ <https://www.higheredjobs.com/>
- ▶ ...

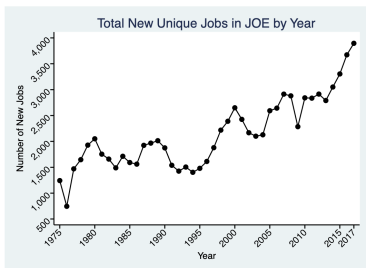
## Social media info

- ▶ X (formally twitter):
  - ▶ @econ\_jump

## General

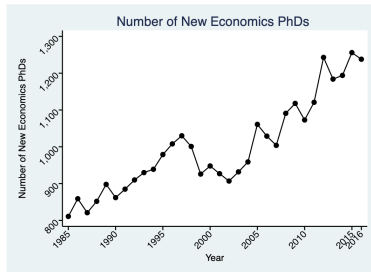
- ▶ main process by which PhD candidates get (para) academic jobs - universities: post-doc and tenure-track positions
  - ▶ central banks
  - ▶ international institutions
  - ▶ think tanks
  - ▶ large companies (in the US)
- ▶ job interviews conducted in
  - ▶ Europe in December
  - ▶ the US in early January (non-pandemic times)
- ▶ main advantage: centralized advertisement, application and interview process  
AEAweb.org → Careers → JOE Listings:  
<https://www.aeaweb.org/joe/listings>

## Job market statistics - pre-Covid



Notes: Includes both junior and senior openings.

Sources: Report of the Director of Job Openings for Economists, AER P&P, various years. See, e.g. Siegfried (2018).



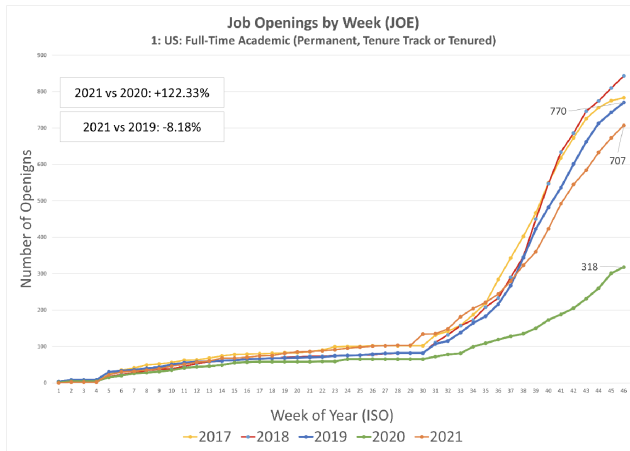
Source: NSF Surveys of Earned Doctorates, various years.

2019 **supply**: 1,247

2019 **demand**: 3,984 (2,854 academic, 1,114 non-academic; senior and junior positions)

# Job market statistics - 2021

Figure 2: Number of Job Openings on JOE, Full-Time Academic Jobs in the U.S. Only



## What to prepare?

1. job market paper (JMP)
2. three letters of recommendation 3
3. CV
4. cover/motivation letter
5. research statement
6. teaching statement
7. diversity statement
8. personal website

## Timeline (1)

- ▶ Spring
  - ▶ decide whether you'll go on the market
  - ▶ discuss with your advisor(s)
  - ▶ apply for conferences in the summer/autumn - reach out to potential letter writers
- ▶ Summer
  - ▶ present your work, get feedback
  - ▶ write and re-write JMP
  - ▶ do not focus on other projects
- ▶ September
  - ▶ line up at least three letter writers
  - ▶ have JMP ready for detailed comments from advisors and peers - discuss market strategy with advisors
  - ▶ register for meetings, book hotel
  - ▶ prepare job market packet (cover letter, CV, ...)

## Timeline (2)

- ▶ October
  - ▶ finalize JMP
  - ▶ start submitting applications
- ▶ November
  - ▶ submit remaining applications
  - ▶ prepare for interviews: spiel, mock interviews - prepare for flyouts: slides, mock job talk
  - ▶ **Set two AEA signals**
- ▶ December and January
  - ▶ interviews
- ▶ December to March
  - ▶ flyouts
- ▶ January on-wards
  - ▶ offers
- ▶ March on-wards
  - ▶ Secondary market Scramble



Introduction  
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External funding  
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Econ Job Market  
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Statistics  
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Application  
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**Interviews**  
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Flyouts  
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# Interviews

## Interviews - What happens?

- ▶ Interviews usually last 30 minutes and follow the same pattern
  - ▶ job market “spiel”
  - ▶ other papers and research agenda
  - ▶ questions from panel
    - check JM guides for **standard questions** (pp.40ff)
  - ▶ questions from candidate
- ▶ sometimes, they also include
  - ▶ presentation of the institution
  - ▶ teaching
  - ▶ funding
- ▶ Training
  - ▶ with your faculty and peers
  - ▶ practice, practice, practice (alone, with peers, with anyone who listens)
  - ▶ keep it natural, not mechanical
  - check JM guides for **standard questions** (pp.40ff):

## Interviews - to prepare in general

- ▶ **Spiel / elevator pitch:**
  - ▶ have a (2), **5**, (and 10) minute version
    - ▶ What is your RQ?
    - ▶ Why should everyone care? Why it is important?
    - ▶ How did you test it?
    - ▶ What did you find?
    - ▶ And what are the implications of your findings? Why it matters?
  - ▶ short spiel for each project
  - ▶ overall research agenda

## Interviews - Standard questions (sample)

- ▶ Why is this economics?
- ▶ Why is this an interesting question?
- ▶ Why should we care about your results?
- ▶ Who would pay to know the answer to your research question? (Why does it matter, and to whom?)
- ▶ What are the policy implications of your work?
- ▶ "Why do you want to be a Professor?"
- ▶ How did you get the idea for this paper? (Interviewers may be curious if your advisor simply handed you the idea.)
- ▶ What are the next three papers you will write? (Be prepared to discuss the research question, conceptual framework, data, and methods on each.)
- ▶ What is your research agenda for the next five years?
- ▶ Do you plan to continue collaborating with your coauthors/advisors?
- ▶ To what journal will you send your job market paper and why?
- ▶ If you were to teach a Ph.D. course in your field, what would be the key papers on the syllabus?
- ▶ Which senior economists do you wish to emulate? Why?
- ▶ Based on your reading of the literature and participation in seminars and conferences, where do you see (your field) going?

John Cawley: *Job Market Guide and Advice p. 40ff.*

## Interviews - Be conscious about...

- ▶ Why are you a good match for the search?
  - ▶ Know who you are
  - ▶ know who you know them to be
  - ▶ know why it makes sense for you two to match

## Interviews - to prepare individually

- ▶ Preparation for each interview
  - ▶ why would you like to go there?
  - ▶ with whom would you work?
  - ▶ who will be interviewing?
  - ▶ check out the universities: seminars, degree programs...
  - ▶ have a couple of questions to ask
    - ▶ NOT TO ASK: Salary of changes for tenure; nothing easily found online: e.g. no. of faculty,
    - ▶ DO ASK: about research environment; interests and placements of students; future of department
  - ▶ it's ok to bring notes

## Sensitive questions

- ▶ Questions about family planing, marriage, children, etc.
- ▶ **Answer:** “I assume you are asking because you’re wondering whether I can take the job and give my full commitment. I assure you I can.”

# Flyouts



## Flyouts - What happens?

- ▶ usually one entire day at the university
  - ▶ bilateral meetings
  - ▶ job talk (45-90 minutes) - lunch
  - ▶ dinner
- ▶ get all the info you can
  - ▶ academically
  - ▶ administratively
  - ▶ personally

# Offers

## Offers and negotiation

- ▶ **Salary:**
  - ▶ **9-month**, 10-month, 12-month
  - ▶ hard money or soft money
- ▶ tell your advisors immediately and discuss communication strategy
- ▶ communicate to preferred institutions when your status changes
- ▶ discuss with your partner
- ▶ **Negotiation** on
  - ▶ summer support (if on 9-month or 10-month contract)
  - ▶ course reductions for first year or two
  - ▶ research funds / travel budget / office budget
  - ▶ computer budget
  - ▶ moving expenses
- ▶ be fair, cancel interviews/flyouts if decided

# Salary statistics

TABLE 1B—NOMINAL 2020–2021 MEAN ACADEMIC-YEAR SALARIES OF TENURED OR TENURE-TRACK FULL, ASSOCIATE, AND ASSISTANT PROFESSORS OF ECONOMICS AT PHD-GRANTING UNIVERSITIES, BY 1995 NATIONAL RESEARCH COUNCIL “TIERS”

	Professor	Associate professor	Assistant professor
Tiers 1 & 2 (ranks 1–15)	\$329,205 (9) [\$44,905]	\$216,453 (8) [\$52,680]	\$176,421 (9) [\$19,217]
Tier 3 (ranks 16–30)	\$252,323 (10) [\$35,750]	\$189,233 (10) [\$48,241]	\$160,029 (10) [\$38,125]
Tier 4 (ranks 31–48)	\$240,724 (16) [\$44,298]	\$165,666 (14) [\$35,043]	\$132,724 (16) [\$15,643]
Tier 5 (ranks 49+)	\$180,637 (52) [\$39,786]	\$141,631 (49) [\$42,523]	\$126,789 (48) [\$17,501]

*Notes:* Numbers of reporting institutions in parentheses; standard deviations in brackets. Includes salaries of faculty on leave; excludes visiting faculty. Calendar-year salaries converted to academic year by multiplying by 0.818.

- ▶ American Economic Association 2020–2021 Universal Academic Questionnaire Summary Statistics:

<https://www.aeaweb.org/uaq>

<https://pubs.aeaweb.org/doi/pdfplus/10.1257/pandp.111.647>

- ▶ NRC Rankings in Economics:

[https://web.stat.tamu.edu/~jnewton/nrc\\_rankings/area36.html](https://web.stat.tamu.edu/~jnewton/nrc_rankings/area36.html)

<https://www.aeaweb.org/resources/students/grad-prep/program-rankings>

- ▶ Association of American Universities:

<https://www.aau.edu/sites/default/files/AAU-Files/Who-We-Are/AAU-Member-List-Updated-2022.pdf>

[//www.aau.edu/sites/default/files/AAU-Files/Who-We-Are/AAU-Member-List-Updated-2022.pdf](https://www.aau.edu/sites/default/files/AAU-Files/Who-We-Are/AAU-Member-List-Updated-2022.pdf)