

## **Academic Job Market Survey**

### **Max Weber Programme Academic Careers Observatory**

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The Academic Careers Observatory (ACO) surveyed the Researchers and Fellows of the EUI, who are entering the job market in order to assess their success but also to identify the challenges and problems they commonly face. This survey took place over a period of 6 weeks between March and May 2012. It revealed that almost 54% of Max Weber Fellows have secured jobs with another 28% awaiting replies to their applications. The majority of the Researchers surveyed are still in the process of identifying career opportunities and going through the application process. Among the Departments, the Economics Department recorded the largest rate of success on the job market from its Researchers and Fellows, followed by graduates of the Department of History and Civilisation. There was more diversity in career options reflected in the respondents from Law and Political Science as many opted to take a professional qualification or follow a career in an international organisation.

The majority of EUI Researchers and Fellows obtained jobs in North and Western Europe and North America. The survey highlights the importance of being well prepared for the job market and provides advice for current EUI scholars on how to be successful in the job market. It reveals useful and positive indications of the career prospects and paths of EUI graduates.

<http://www.eui.eu/ProgrammesAndFellowships/AcademicCareersObservatory/Index.aspx>

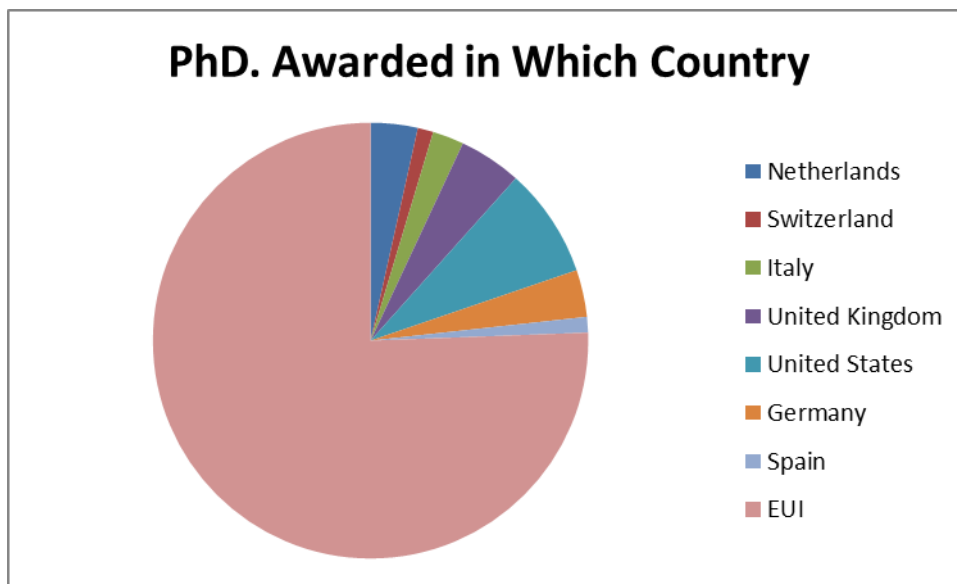


## Part 1: Personal Profile of Respondents.

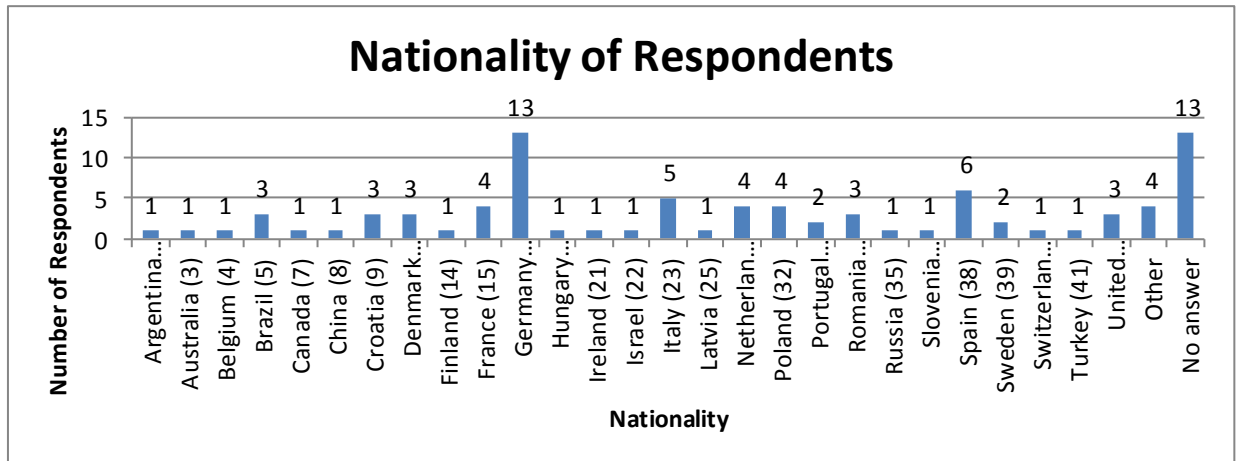
EUI Researchers and Fellows have been asked by the Max Weber Programme's Academic Careers Observatory to participate in this survey. The survey was distributed to about 150 Researchers and Fellows. 86 responses were received presenting a completion rate of 57%.

The majority of responses (59%) were provided by PhD. Researchers. Max Weber Fellows contributed 32% of the replies. Only 1% of the responses were obtained from a Jean Monnet Fellow and another 1% was received from an unspecified group within the EUI. No visiting students took part in the survey.

Responses were fielded from different disciplines and departments within the EUI. Almost 20% of the answers came from the Economics Department. Responses from History and Civilizations accounted for about 16% of the answers. People specializing in Law contributed about 23 % of the data. One-third of the data was gathered from the Social and Political Science department. Only 1% of the information was contributed by scholars affiliated with the Robert Schuman Centre.



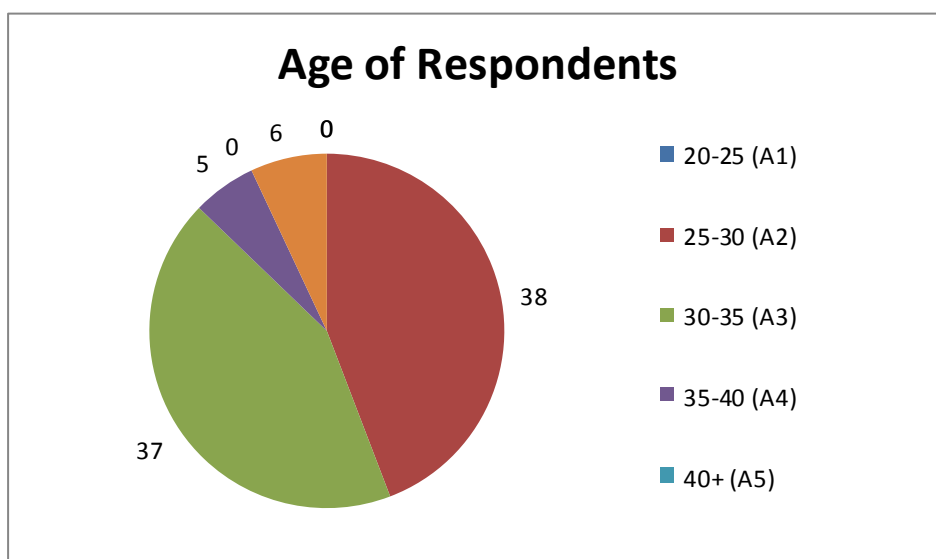
Of those participants who have not or will not be granted their PhD from the EUI, there was a wide variety in the institutions to which they are affiliated. Many of the world's top universities were represented with respondents from the University of Oxford, the University of Cambridge, Columbia University and MIT. The vast majority of respondents are between the ages of 25 and 35. Over 50% of those surveyed are awaiting defence with a further 25% having defended their thesis in the last 12 months. This indicates that EUI Researchers and Fellows enter the job market almost immediately from both the PhD and postdoctoral programmes here.



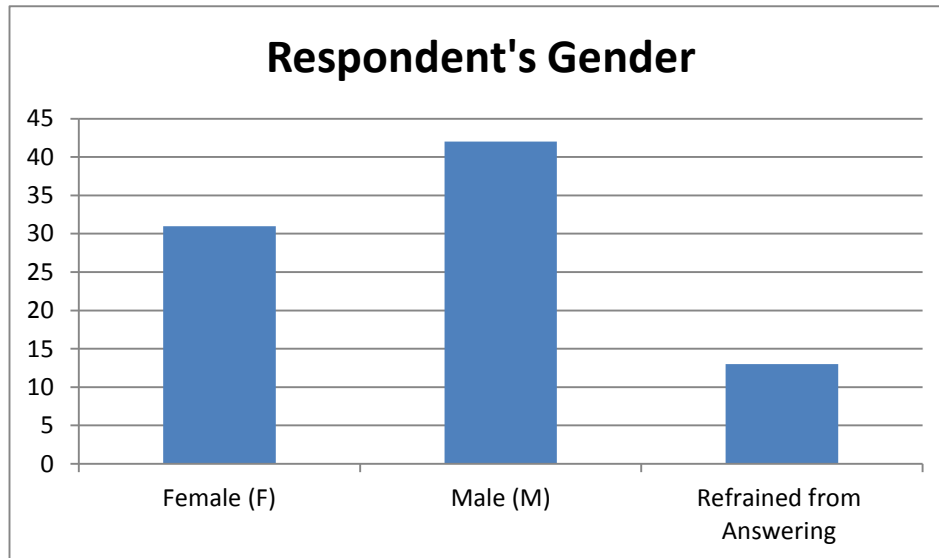
\*No respondents from Austria, Bulgaria, Cyprus, Czech Republic, Estonia, Greece, Iceland, India, Japan, Lichtenstein, Lithuania, Luxembourg, Malta, Norway, Slovakia, United States

The question of nationality was posed and a list of countries was provided. Despite the fact that an option labelled “other” was given, 15% of respondents chose not to disclose their nationality. Germans were the largest national group represented with more than 15% of respondents from Germany. German representation was followed most closely by Spanish and Italian respondents which accounted for about 7% and 6% of the responses respectively.

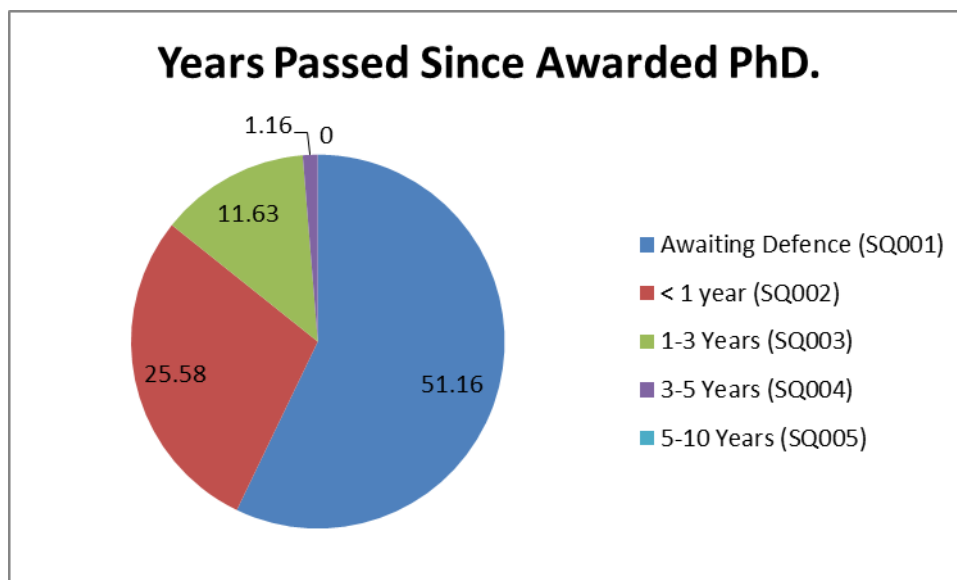
**Most of the respondents  
were between the ages of 25  
and 30**



Nearly half of the respondents (44%) are between 25 and 30 years old, whereas 43% are between 30 and 35. Only 6% of respondents are between the ages 35 and 40. Of the respondents who chose to provide their age none are younger than 25 or older than 40. EUI Researchers and Fellows enter the job market straight from their qualification here and the majority begin their academic careers at a relatively young age.



When questioned about their gender, 15% of the respondents abstained from answering. However, of the remaining respondents about 36% were female and roughly 50% were male.



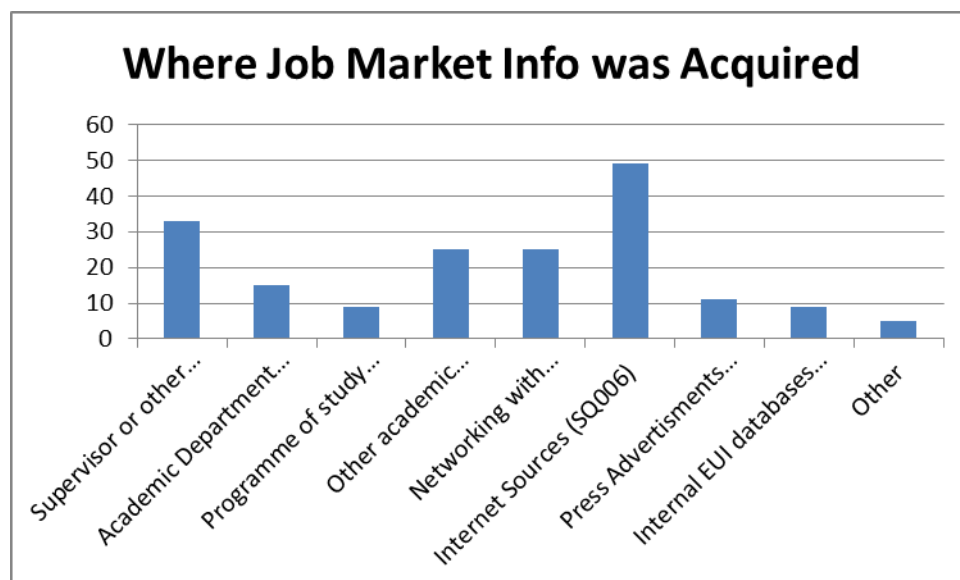
Just over half of those who answered the survey are currently awaiting their defence whereas about 26% received their PhD less than a year ago. Nearly 12% of those who responded were awarded their doctorates between one and three years ago. Only 1% had been granted their PhD more than three years ago and none of the responses were from people who received their doctorate more than five years ago. About 73% of the respondents were awarded their PhD or will be receiving their PhD from the EUI.

## Part 2: Accessing the Job Market

The second part of the survey was designed to interpret how early career Researchers access the job market and how they currently perceive it. In this section respondents were questioned about how they entered the job market. This includes how they collected data on potential positions and if they took part in any formal training to prepare themselves to enter the job market.

**The source most utilized by applicants for job market information was the internet.**

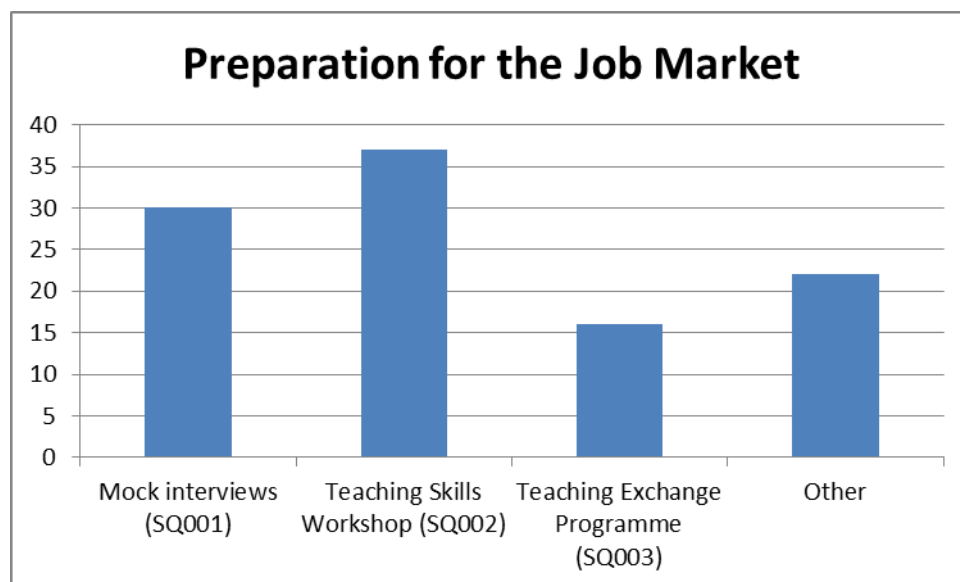
The internet is by far the most widely used source for collecting information on the job market. More than 56% of those questioned cited the internet as the most important source. This was closely followed by help from their supervisor or other professors. Nearly 40% of respondents used this method of gathering information. Other academic contacts and networking with colleagues and advisors at conferences were both methods used by 29% of those surveyed. Although the various departments could be a useful resource it only was utilized by 17% of respondents. Nearly 13% looked to press advertisements to gather information about the job market. Both the internal EUI database and EUI programme of study were used as a medium for only about 10.5% of those surveyed.



Some members of the EUI community felt that their institution could do more to assist their students in their attempt to enter the job market. One respondent stated, *“Department support for job market process could be better.”* They believe it would be better to *“start process earlier”*. This individual continued to explain how *“faculty could be more proactive in pointing out opportunities and pushing EUI Researchers [through] using their own networks.”*

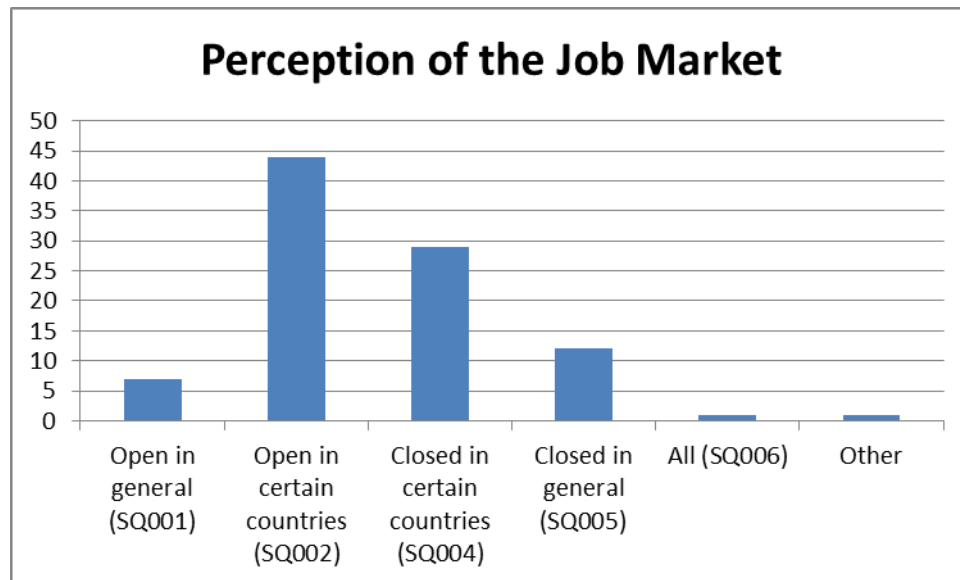
Other comments were also critical. Another stated, *“I think the EUI Economics Department could do MUCH more to help job market candidates. Indeed, the supervisors are supposed to play an important role, but often fail to do so.”*

It appears that most of those who replied to the survey took part in some sort of training offered by the EUI in order to prepare for the job market. The most popular option as cited by 43% was participation in teaching skills workshops. Roughly one-third of respondents prepared for the job market by taking part in *mock interviews*. Nearly 20% who answered were part of teaching exchange programs. About 25% of respondents prepared through other means, however, these were not specified.



Despite the available resources and the preparation by respondents only 8% perceive the job market as being generally open. More than 14% consider the job market closed in general. Slightly more than 50% of the surveyed individuals believe the job market to be open in certain countries, while about 33% describing it as being closed in certain countries.

**The majority of those surveyed consider the job market to be “open in certain countries.”**



Though the individuals that took part in this survey prepare and accessed different resources for information on the job market, some still feel that the market is closed.

Many individuals find some countries are more open for employment than others. The information provided here illustrates that people actively seeking jobs feel they have to limit their search to specific countries.

One participant stated, *“I believe I would have much more opportunities in academia if I had the disposition to apply also for different countries. As, for personal reason, I prefer to limit the choice of countries, I found the job-market quite difficult, although I also feel that after the EUI program, I have the opportunity to have a good/promising career in academia.”*

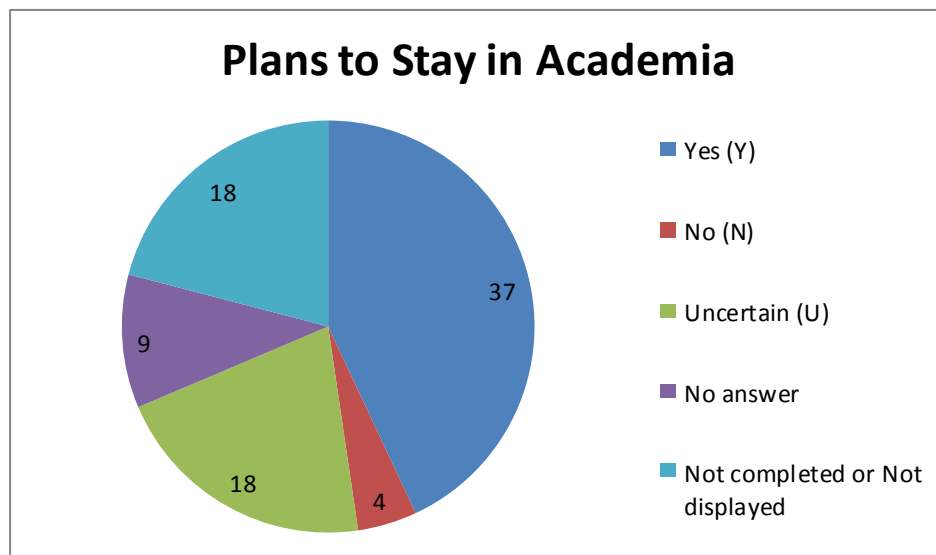


### Part 3: Job Application Process

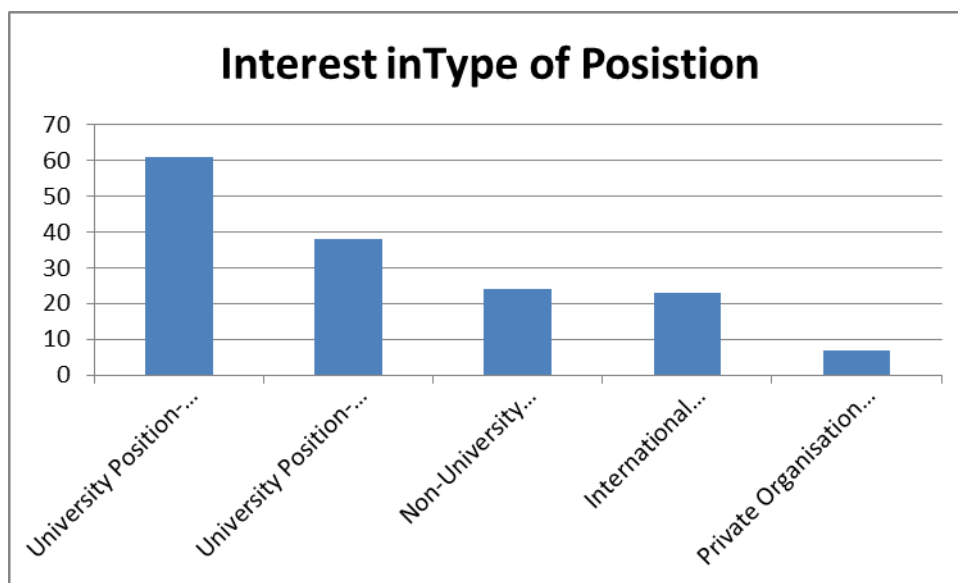
This section focused on obtaining data about the types of positions people were searching for. Different factors were addressed such as which positions people would be willing to accept, whether or not respondents were planning on staying in the field of academia and other differentiating factors.

Just 4% of respondents were certain they did not want to continue in academia. About 43% of survey participants plan to remain in academia. Over 20% were uncertain as to what they wanted to do. Nearly 33% of the people questioned did not respond.

**Nearly half of the survey respondents have plans to stay in academia for their careers.**

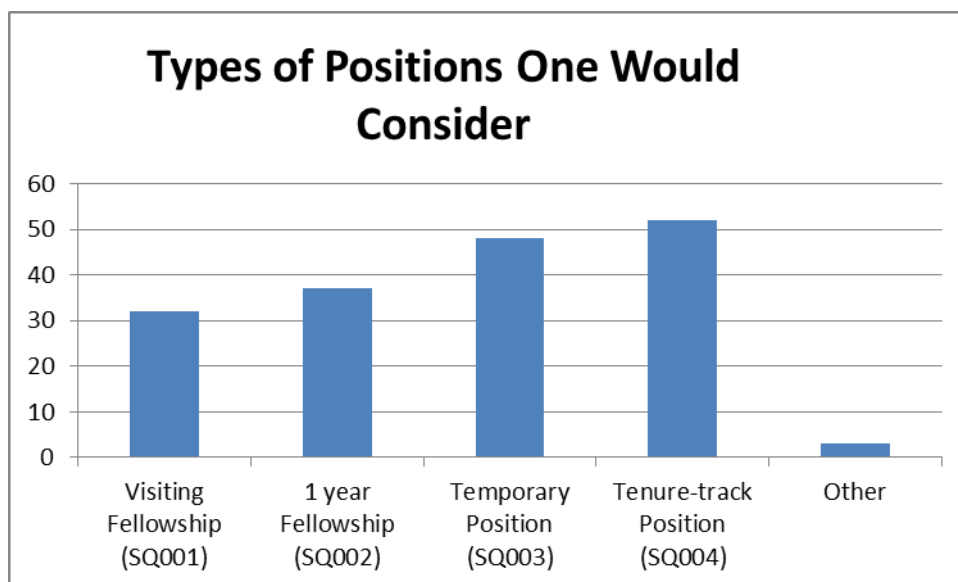


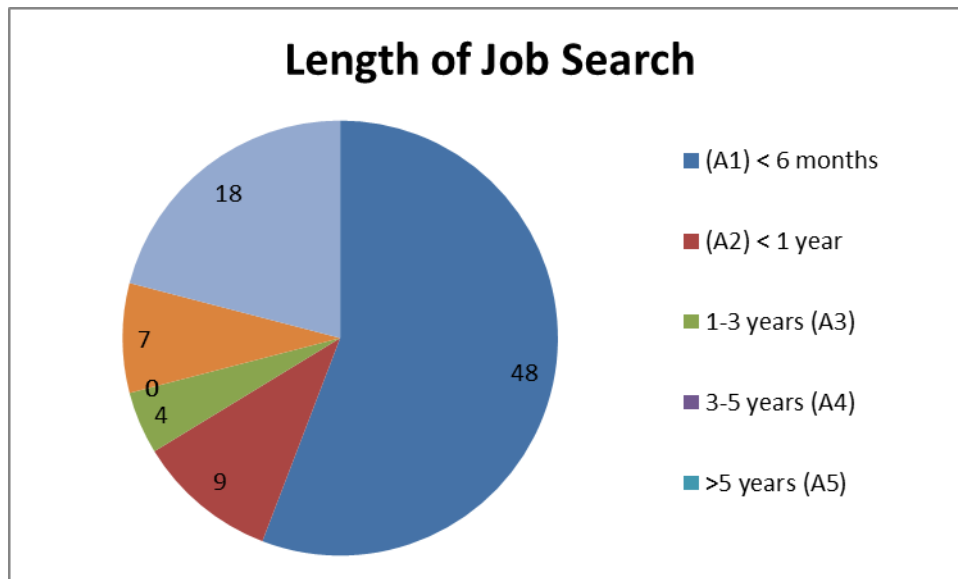
University research positions are the most favoured as indicated by the 71% of respondents who wish to begin their career this way. Teaching positions in a university setting is second to research. However the percentage of those pursuing a career in this area is much less, only 44%. Working in an international organization or at a non-university research centre or think tank is an attractive option for about 27% of applicants. The least favourable positions by far are within a private organization. Only about 8% of those questioned were looking for this type of work. However some of the respondents would like to do a combination of the aforementioned. One explained, *“In some fields the ideal situation is when academic and non-academic jobs can be combined, i.e. in law the perfect option for me would be to teach law and to practice law.”*



When asked which types of positions they would consider, 60% indicated a preference for tenure-track options. This was followed by temporary positions with 55% will accept an offer in this area. A one-year Fellowship would be acceptable for about 43% of the surveyed population and 37% claimed they would accept a visiting Fellowship.

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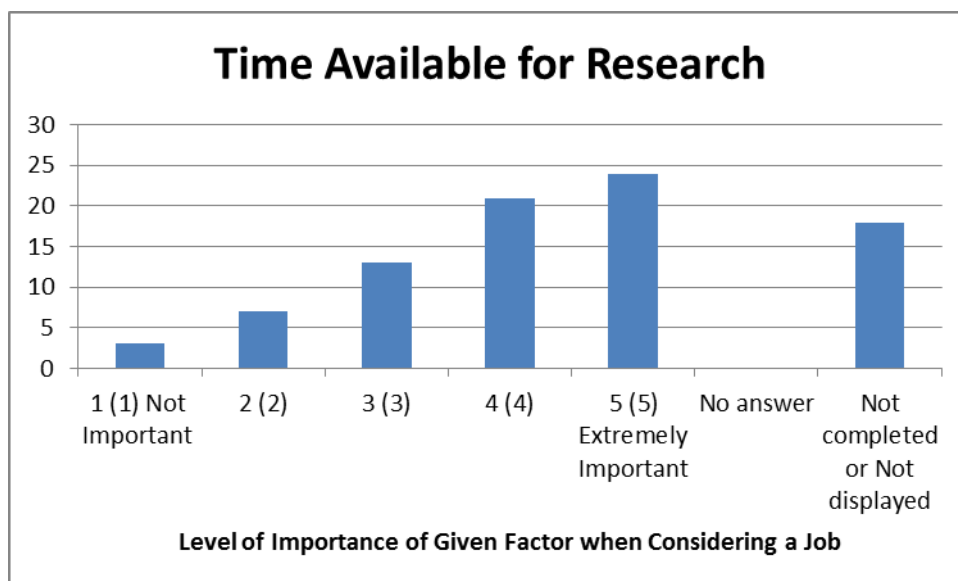


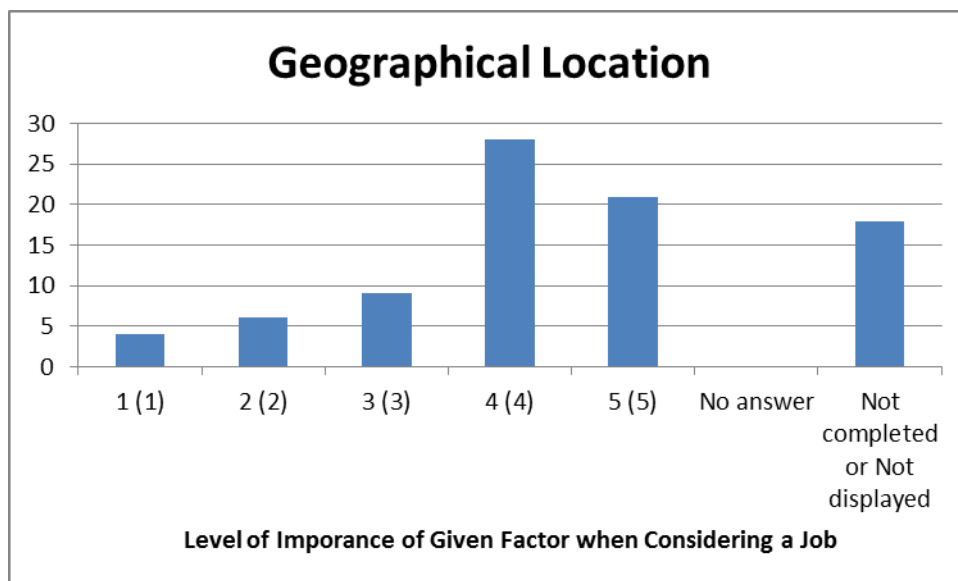
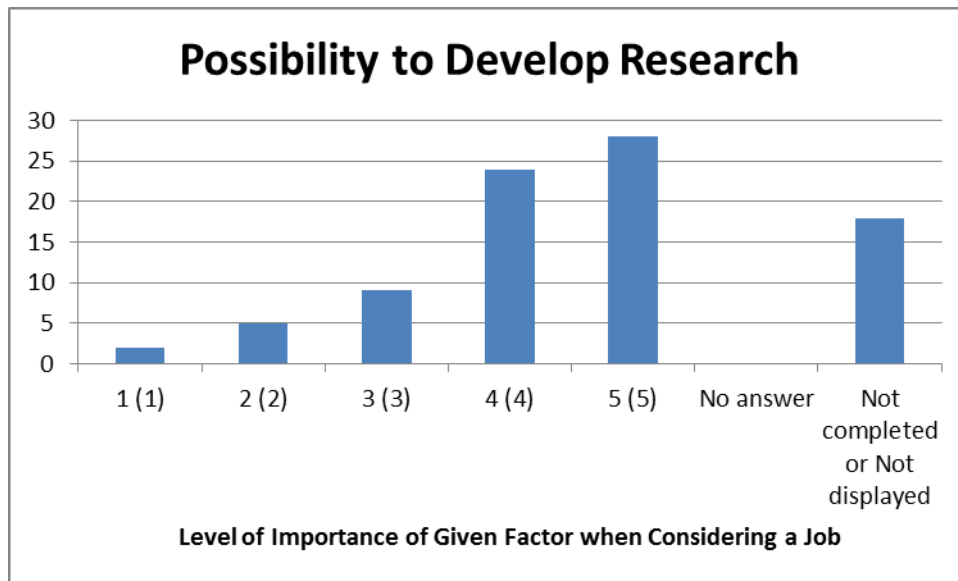


The majority of people questioned (56%) had been searching for a job for less than 6 months. Just over 10% had been looking for between 6 months and 1 year. Less than 5% claimed they had been looking for 1-3 years.

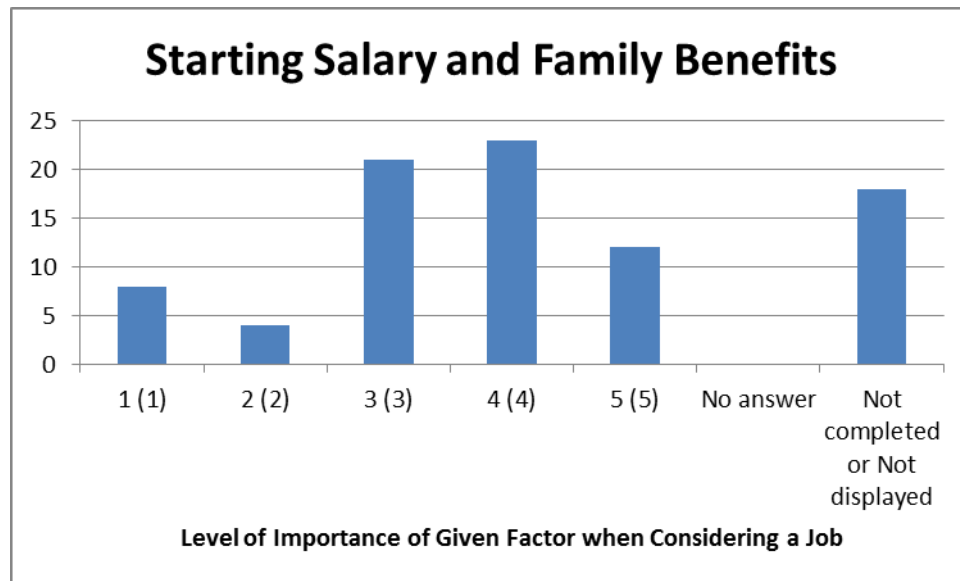
When asked about the level of importance of certain characteristics of a job about just over 50% of those who answered stated that the availability of time for research was either important or extremely important. In the same vein, the possibility to develop research was also considered a major factor. Almost 60% considered it to be either important or extremely important.

Geographic location was also highlighted as a significant factor with 57% of respondents citing it as either important or extremely important.

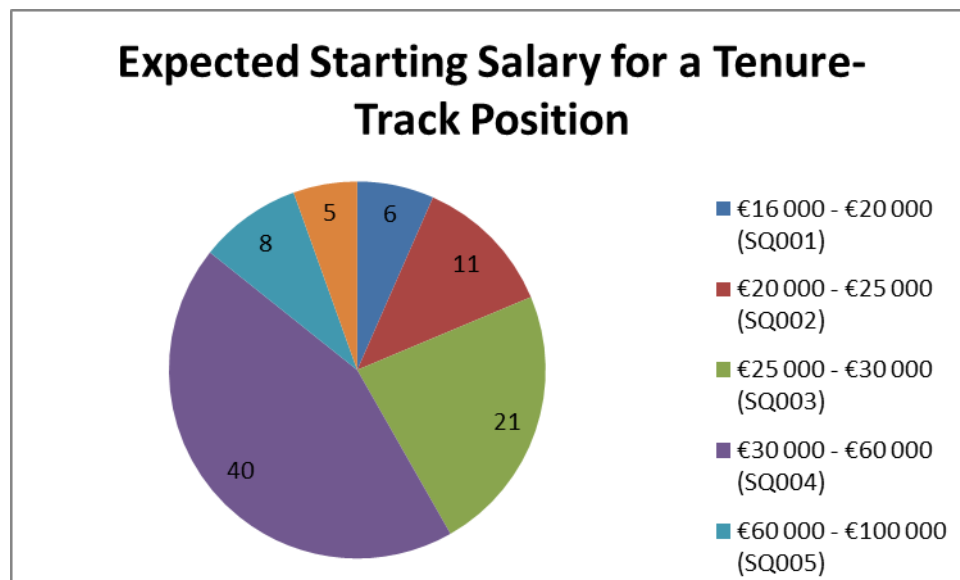




The starting salary of a position was not an influential factor in the decision to apply with only 25% of respondents identifying it as important. Only 14% considered it 'extremely important'.



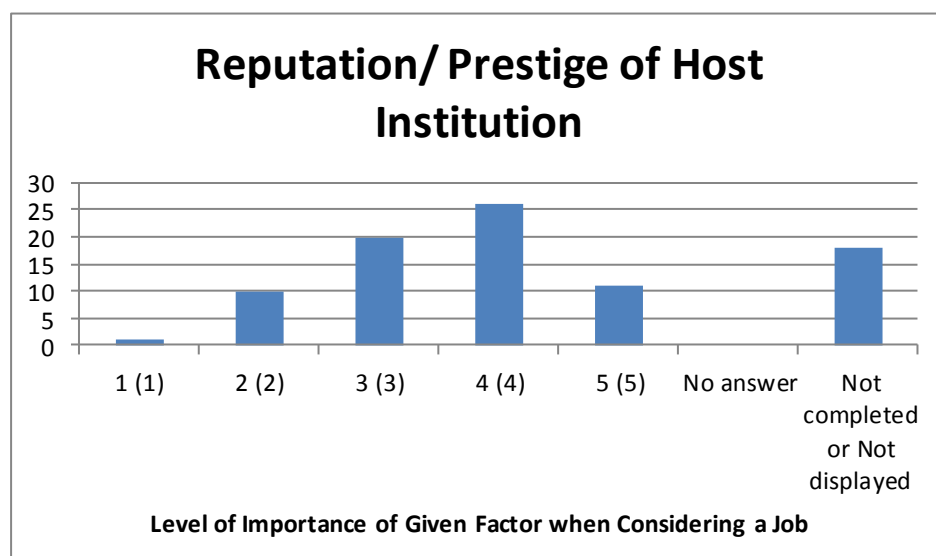
In relation to salary, respondents were asked what their expected starting salary would be for a tenure-track position. The responses varied. About 50% indicated that they would expect it to be between €30,000 and €60,000. A further 25% would expect to earn between €25,000 and €30,000.

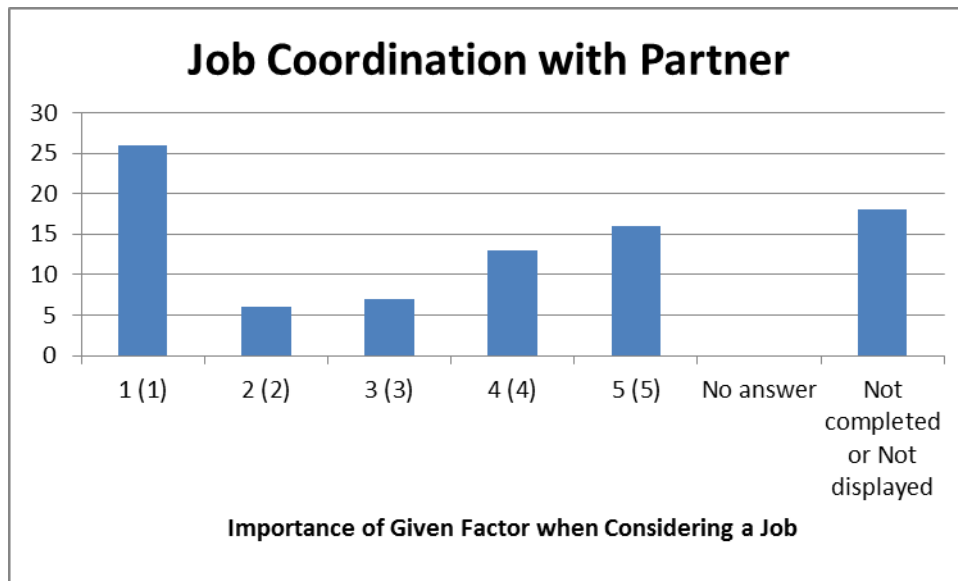


About 60% consider job prospects to be either an important or an extremely important factor to take into consideration while searching for jobs.



The prestige of the host institution split opinions with 30% of respondents indicating that it was important but a further 30% only considered it somewhat important. About 33% of the population considered job coordination with their partner not important at all. Conversely however, a 20% considered it to be extremely important.





When questioned about the geographical regions in which they would apply for jobs 76% indicated a preference for Northern and Western Europe.

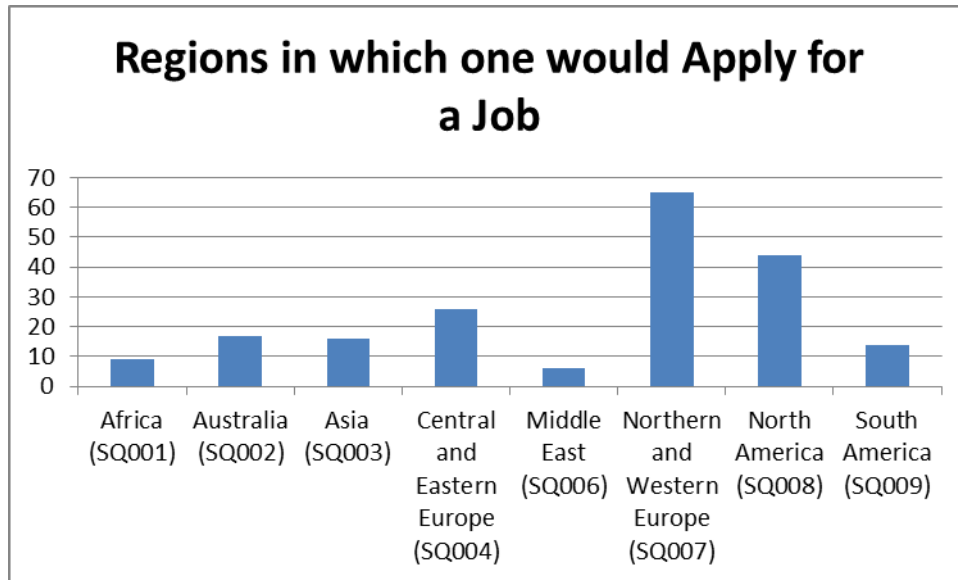
North America was the second most sought-after location for 51% of respondents. This was followed by Central and Eastern Europe for about 30%.

Australia and Asia are relatively even with about 19% of respondents indicating interest. For 16% South America was also considered an attractive location to begin a career.

Africa and the Middle East were the least desired locations with only 10% and 7% of those questioned willing to apply for a job in these regions.

When asked which country they would prefer to start their career, no one specific country had an overwhelming majority of answers. However 62% indicated a preference to return to their home country to begin their careers.

**Northern and Western Europe  
and North America are the  
most popular locations for jobs.**



This section provides a brief overview of what factors affect the choices of EUI scholars entering the job market and also reflects a general impression of their perceptions of the job market.

The clear preference for jobs which are chiefly orientated towards research plus the preferences indicated here to apply for jobs which support further research, remains consistent with the evidence that most scholars intend to remain in academia.



## **Part 4: Acquiring a Job**

This section of the survey posed questions about the various stages in the job application process. The questions asked ranged from the medium through which applications were submitted to how respondents prepared for the interviews. This information will be useful for people currently looking for jobs. It will provide them with important information on the materials needed for applying and what types of situations to expect at the interview. 86% of participants answered this section.

**42% of survey respondents had either been called back for an interview or were awaiting a call back.**

**Only 30% had not received a call.**

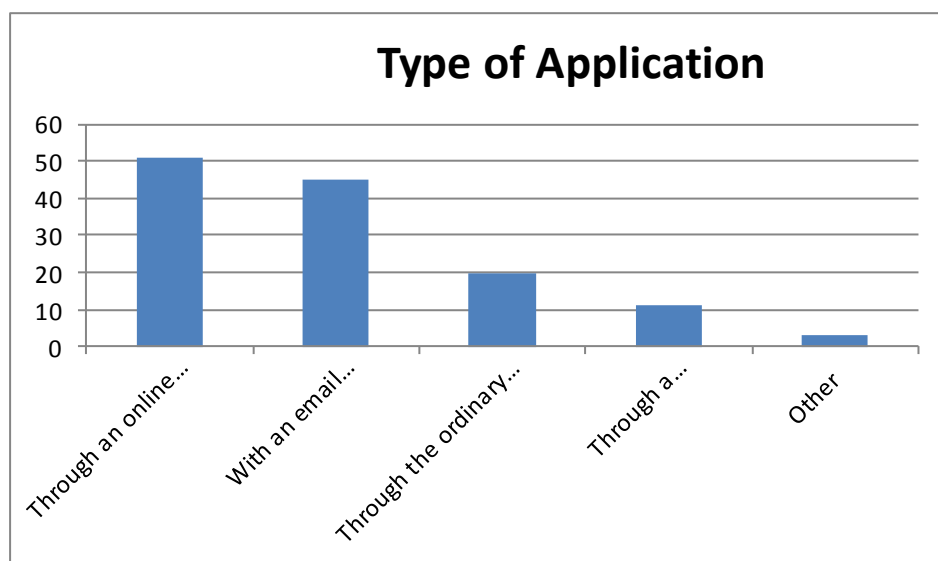
The first question posed was in relation to the number of applications these individuals submitted and through which medium. The 86 respondents submitted a combined 130 applications.

Over 59% of respondents applied through an online application. The number of applications made through an online programme was between 1 and 50 with almost all respondents having made more than 2 applications through an online programme.

It was a similar picture for email applications, with over 52% having applied for jobs this way. Some participants had conducted over 60 applications through email, with the 10 being the average number of applications per respondent.

At 23%, less than a quarter of submissions were through the postal service. Though networking was an important means of obtaining information about job opportunities only 13% of applications were made through a recommendation or a direction professional contact.

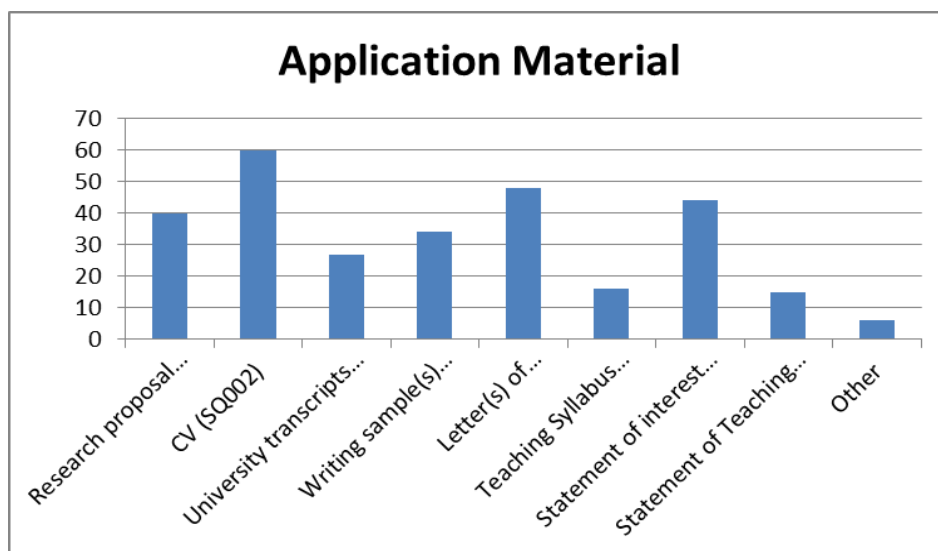
**The average number of applications was 10**



Over 70% of applicants were required to submit a CV, with 56% including letters of recommendation and 51% providing a statement of interest or intent with their application materials.

Other necessary materials included a research proposal for 46.5%, writing samples for 39.5%, and university transcripts for 31%. Both a teaching syllabus and a statement of teaching philosophy were necessary for about 18% of applications.

Although the requirements obviously differ for various positions, this gives some indications of the type of material which is most commonly submitted by those entering the job market.

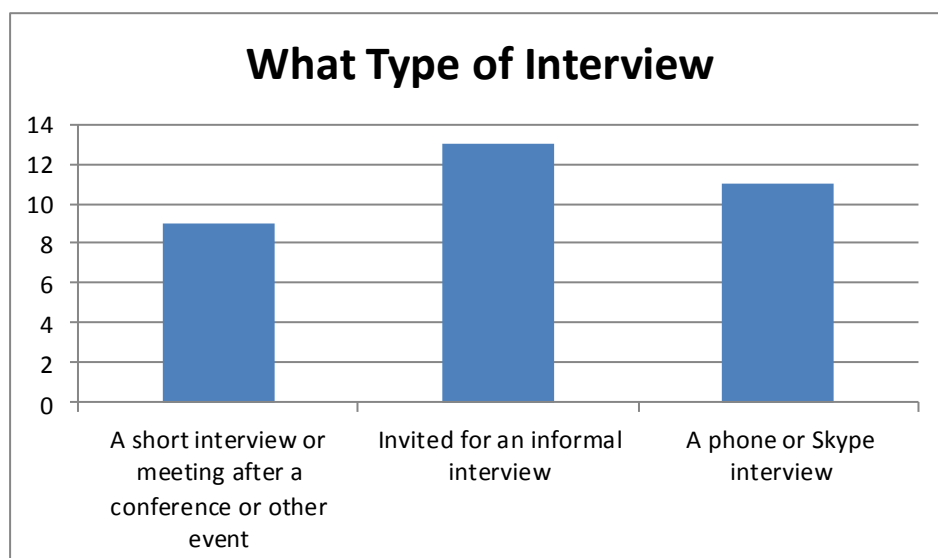
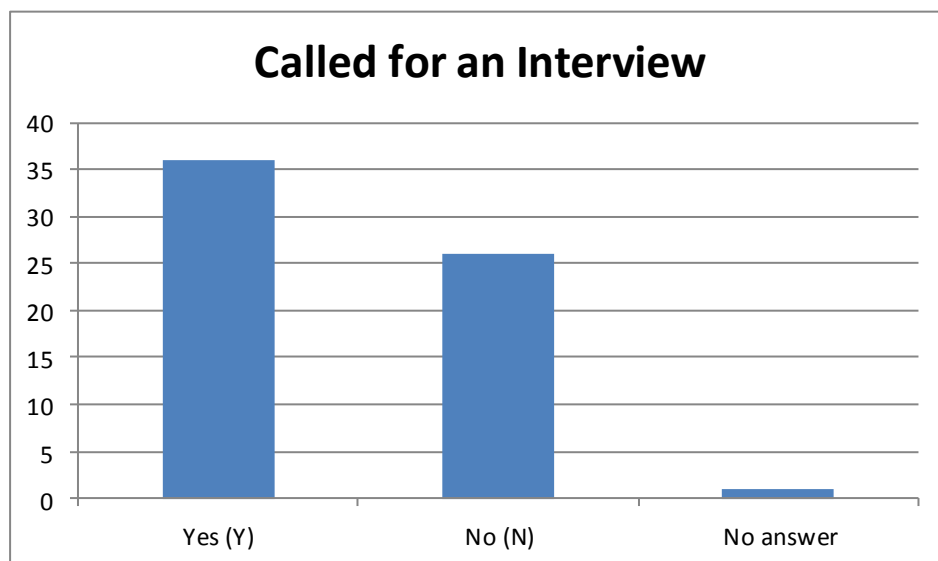


When questioned about getting called for an interview 27% of answers were either not completed or not displayed. The reason for this may be that some are awaiting reply.

Almost 42% of survey participants did get a call for an interview whereas 30% did not. Of the 27% that were called back for interviews 10% of these were short meetings conducted after a conference.

This seems to be a rather common format for interview with respondents recording between 2 and 30 such experiences.

About 15% were informal interviews and nearly 13% took place via phone or Skype. Of these a number revealed that they were subsequently offered jobs or positions.

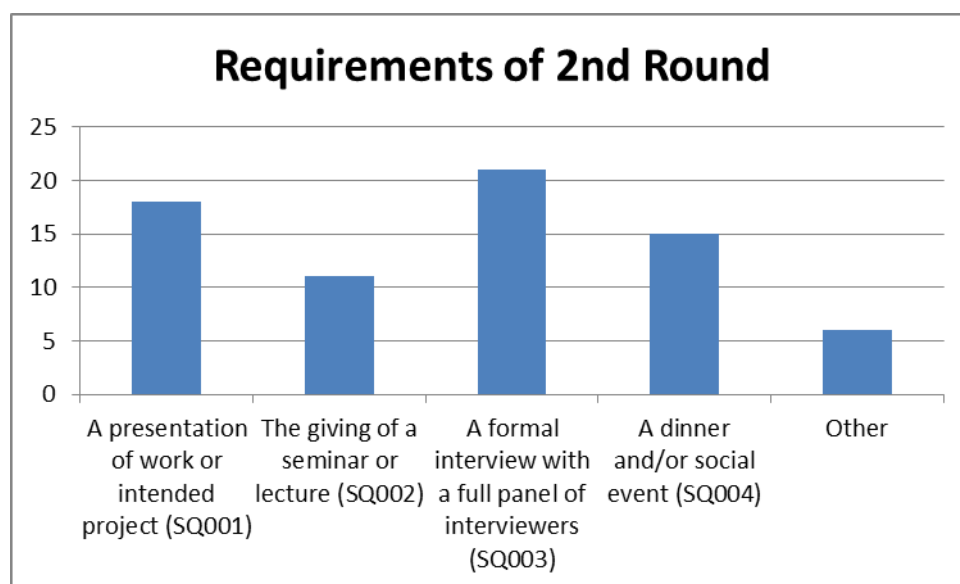
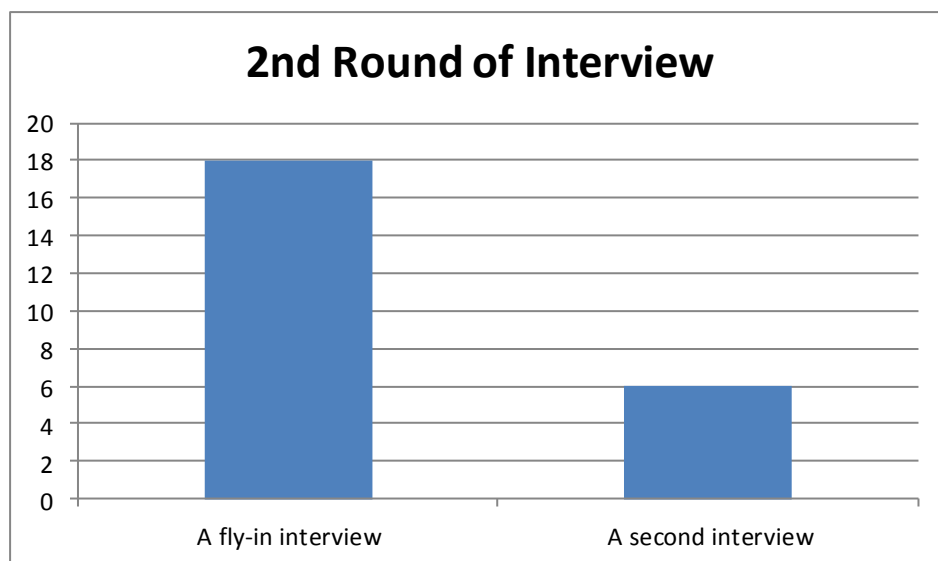


Approximately 27% of respondents claimed to have made it past the first round of the application process. Almost 21% were required to take part in a fly-in interview and

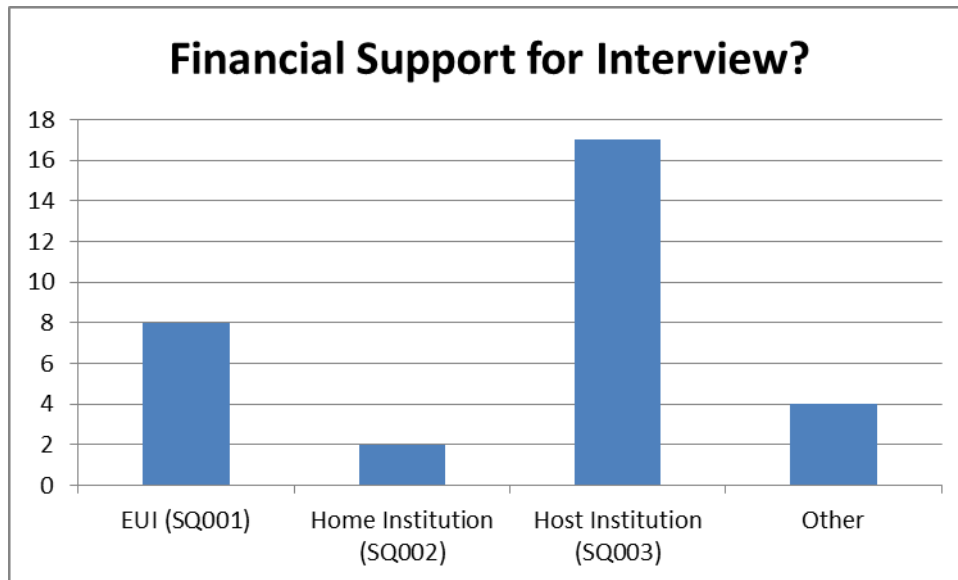
about 7% had a second interview. Of these most respondents had between 1 and 3 experiences of a second round or fly-in interview.

When progressing to another stage of the application process 21% were required to present their work and a project they intended to initiate. About a quarter were subject to a formal interview with a panel of interviewers. Just over 17% were invited to a dinner or a social event.

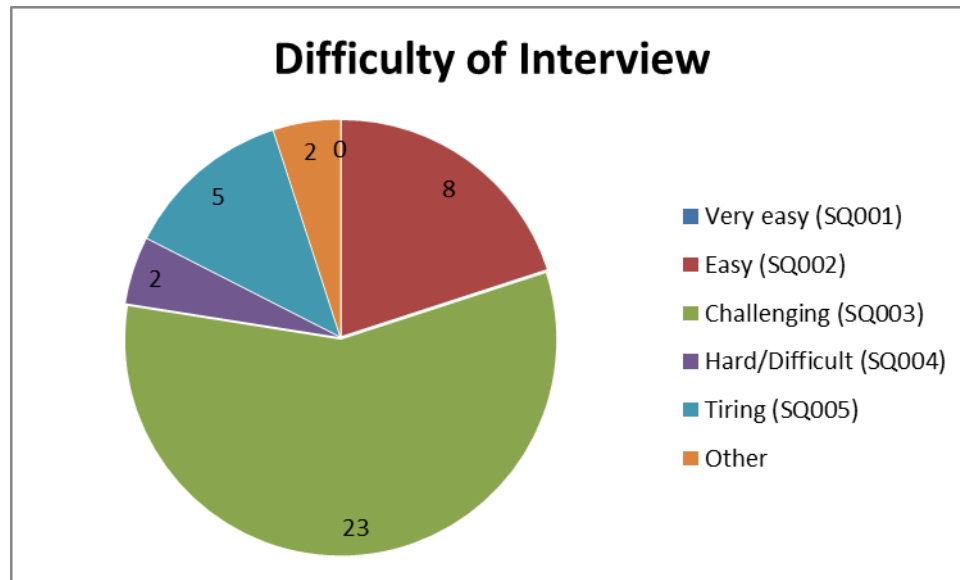
Nearly 13% were responsible for giving a seminar or a lecture. 7% had to meet other requirements that are not listed; this included a teaching interview and a formal interview with the director of the programme.



The majority of people did not receive any financial assistance for their interview. Most of those who did were granted assistance from the host university. The EUI provided assistance for about 9%. The host institution provided some assistance for about 20%. Home institutions only provided assistance for about 2% of the interviewees. Nearly 5% of people who received assistance for their interviews received it from other unlisted sources.



When questioned about the difficulty of their interview over a quarter of respondents stated that the interview was “challenging.” About 9% described the interview as “easy.” Nearly 6% labelled the interview as “tiring” and another 2% found it to be “hard.” No respondent describe the interview as “very easy.” One respondent explained the most frustrating aspect of the job application and interview process by saying, *“I hope one day it will be more important in interviews to demonstrate your passion for a topic and not how fit you are in academic competitions.”*



Several unexpected questions were asked at these interviews. Some people where asked why they would choose the given institution and why at this point in time. In addition one responded was asked, *“How do you think your research interest is related to our project?”*

Others were asked about the other institutions for which they were interviewing and other offers they may have received. Some were asked about whether or not they were experienced in writing grant applications and what they were willing to do with their scholarship money.

Prospective employers also inquired about life plans and marriage. One less-than-subtle interviewer asked, *“If you were given the job would you take it?”* One respondent claimed, *“Luckily there were no unexpected questions.”*

<b>Subject Discussed at Interview</b>	<b>Time Spent Discussing this Topic in Minutes</b>	<b>Percentage of People who Replied</b>
Research Proposal	Between 5 < 15 minutes	70%
Academic Experience to Date	Between 5 < 15 minutes	85%
General Research Agenda	Between 5 < 15 minutes	81%
Previous Academic Performance	Between 5 < 10 minutes	60%
Teaching Experience	Between 5 < 10 minutes	63%
Teaching Philosophy	Between 5 < 10 minutes	71%
Contribution to Program	Between 5 < 15 minutes	72%

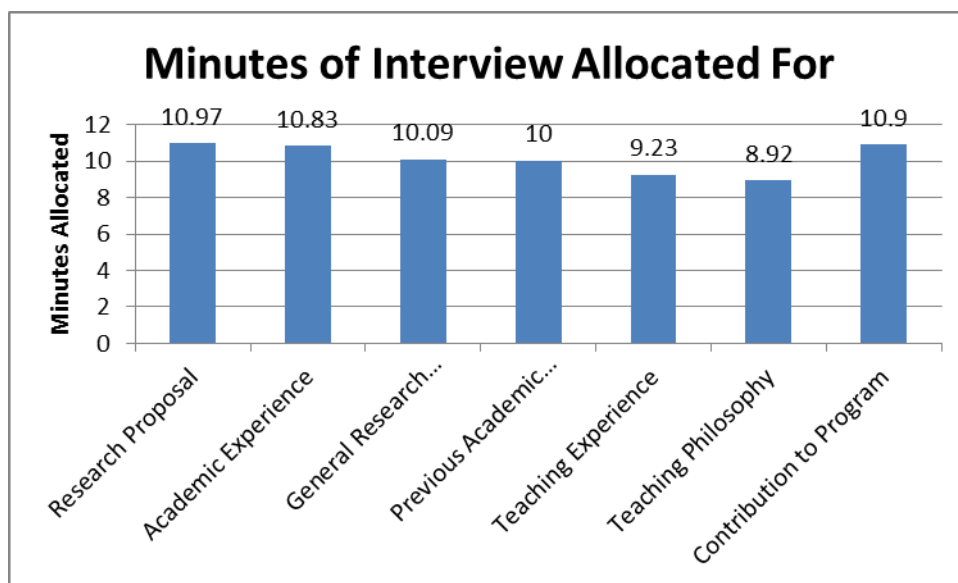
When asked about the amount of time interviewers allotted for different topics most respondents spent less than 15 minutes on each topic.

Of the 25% who offered a response 9% stated that discussion of research proposal accounted for between 5 and 10 minutes of the interview and 9% responded that it accounted for between 10 and 15 minutes of the interviews.

About 85% of survey respondents spent between 5 and 15 minute discussing their academic experience to date.

The amount of time allocated for discussing the general research agenda was also generally between 5 and 15 minutes. The subjects of previous academic performance, teaching experience and teaching philosophy were not as thoroughly discussed.

In relation to previous academic performance the majority of respondents estimated that they spend about 5 to 10 minutes on the subject.



The vast majority of people who discussed their teaching experience claimed that it made up less 10 minutes of their interview. Most other respondents spent between 10 and 15 minutes on the topic.

More time was allotted to discussing the ability of applicants to contribute to the program they applied for. Most people said they spent between 10 and 15 minutes on this topic. Several others spend between 5 and 10 minutes discussing it. Few people spent 15 to 20 minutes discussing their possible contributions, while just over 2% spent 20 to 25 minutes discussing this.

**Questions about Research Proposals  
and Research Agendas are most  
frequently asked**

It can be expected that no two interviews were the same. The time allotted to certain subjects was contingent on the type of position applied for. However academic experience appears to be the most widely discussed issue in interviews.

Alongside the ability of applicants to contribute to the program, the research proposal and general research agenda of the applicant were the most important questions in interviews. This data is useful in helping prospective employees to prepare for their interview. It provides an impression of the structure of most interviews for academic positions. Depending on the type of job (research or teaching) the amount of time spent on each of these topics is a strong indicator of the interviews EUI graduates will face.

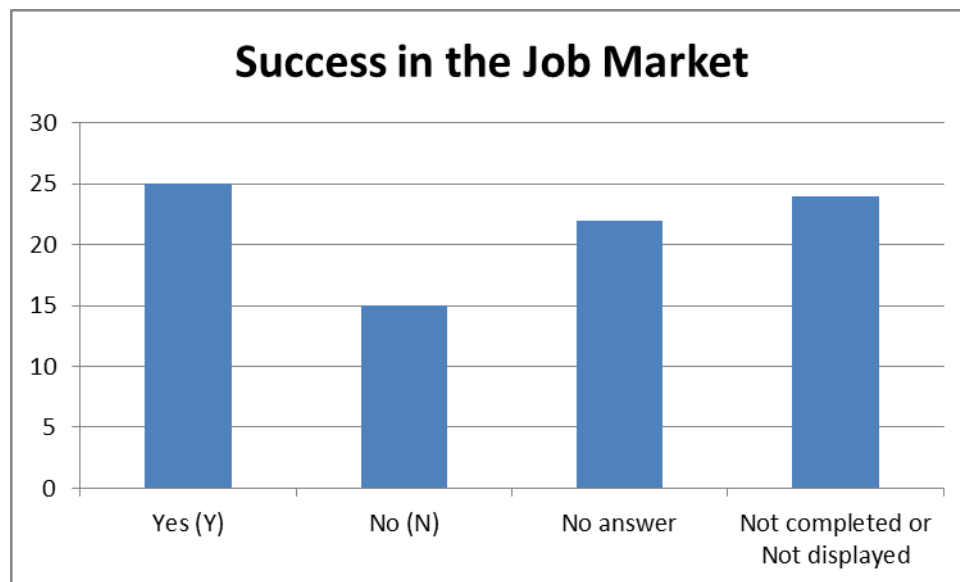


### Part 5: Results on the Job Market.

This section of the survey details the success of respondents and breaks down the results through the various Departments. Respondents were questioned about whether or not they were successful when entering the academic job market and what are the next steps to be taken.

This part of the survey offers recommendations for people just entering the job market and also gives a more general impression of how successful EUI graduates have proven to be.

Nearly 30% of respondents were successful on the job market. Only 17% considered themselves unsuccessful. Many people were still awaiting reply for current applications. The percentage of people who chose “no answer” for the first question is the same percentage as those who answered “still awaiting a response” for the second question (26%).



**30% have already had success in the job market.**

## Success on the Job Market: Max Weber Fellows

Max Weber Fellows proved very successful on the job market with almost 54% already having secured further academic appointments with another 28% awaiting reply. Most of these further positions involve teaching and more research time with almost 30% securing a tenure-track job.

Concurring with this favourable outcome, and despite the challenging nature of the current academic job market, most Fellows perceive their chances of career advancement as good or fair.

<http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/Index.aspx>

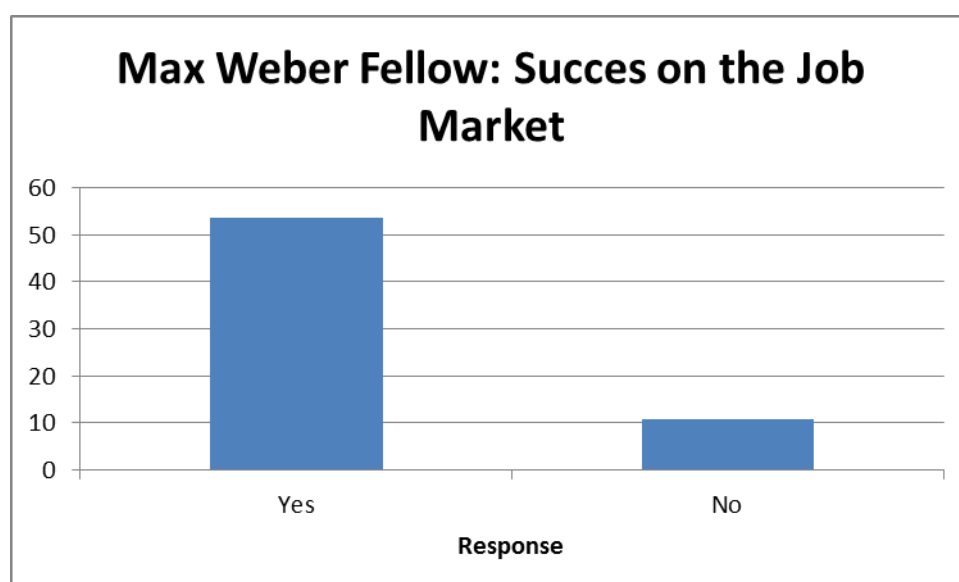
**53% of Max Weber Fellows  
were successful in the job  
market**

**28.5% were still awaiting reply**

Yes- 53.5%

No- 10.8%

Awaiting Reply- 28.5%



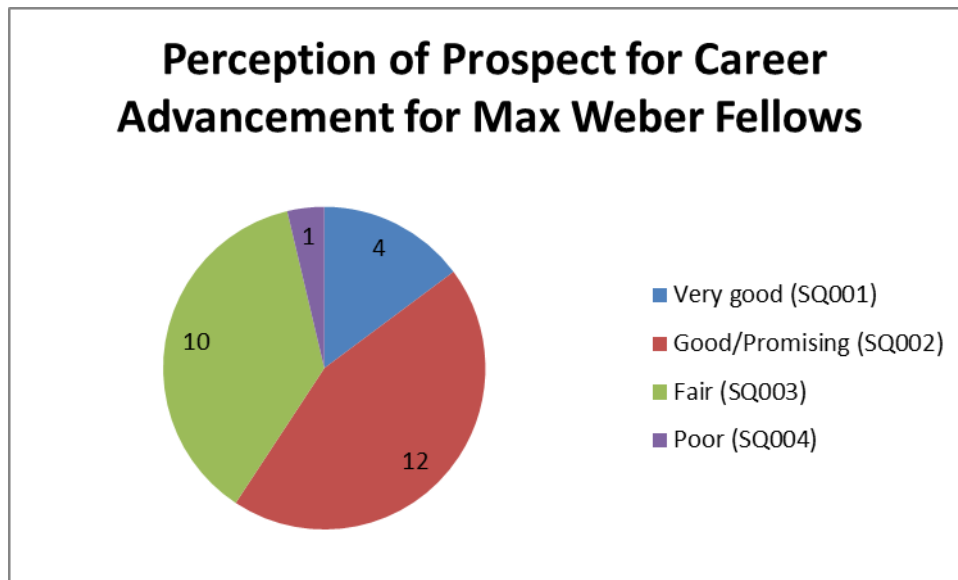
**Of The Max Weber Fellows that were Successful-  
their new position entails**

Tenure-Track- 28.5%  
Additional Exams- 3.5%  
Potential for Career Development-25%  
Time to Develop Research- 42.8%  
Teaching Hours- 25%  
Required to attract funding – 7.1%



**Of the Max Weber Fellows that were Successful-  
their perception for career advancement is**

Very Good- 14.3%  
Good/ Promising- 42.9%  
Fair- 35.7%  
Poor- 3.6%



## Success on the Job Market: PhD. Researchers

**19.6% of PhD. Researchers  
have already been successful in  
the job market**

**25.5% are awaiting reply**

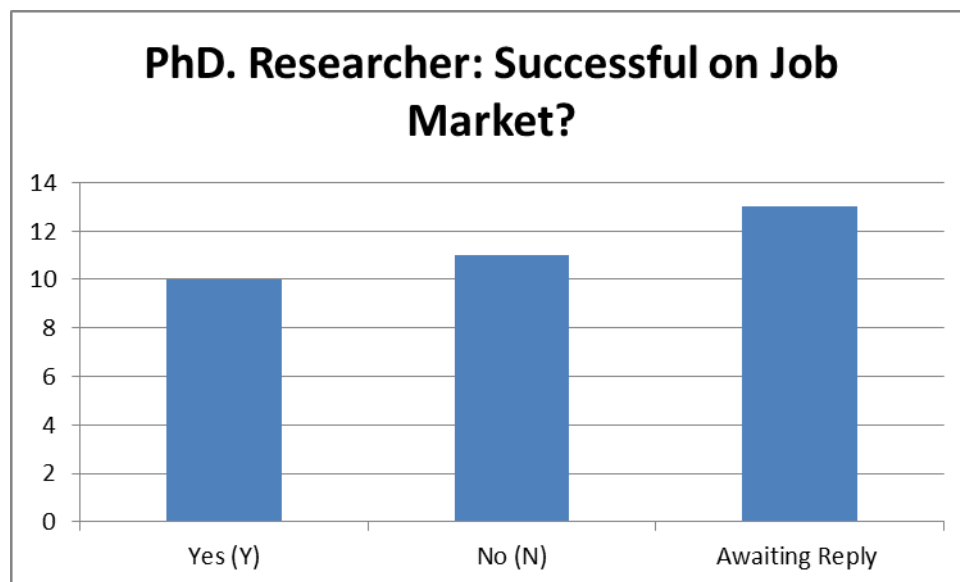
As anticipated, the majority of the Researchers currently entering the academic job market are awaiting replies from various applications. The figure of 19.6% which represents success must also be considered against the fact that those who may not have yet attempted to enter the academic job market may also account for a percentage of those who chose 'no' as an answer option.

The fact that most respondents felt that they had quite good prospects on the job market also reveals that there may be some strategic areas such as teaching experience in which EUI Researchers have yet to perform strongly. This conclusion may also be drawn from that fact that of those who were successful on the job market, it was mainly in areas which allowed them to develop further research rather than go straight into teaching positions.

Yes- 19.6%

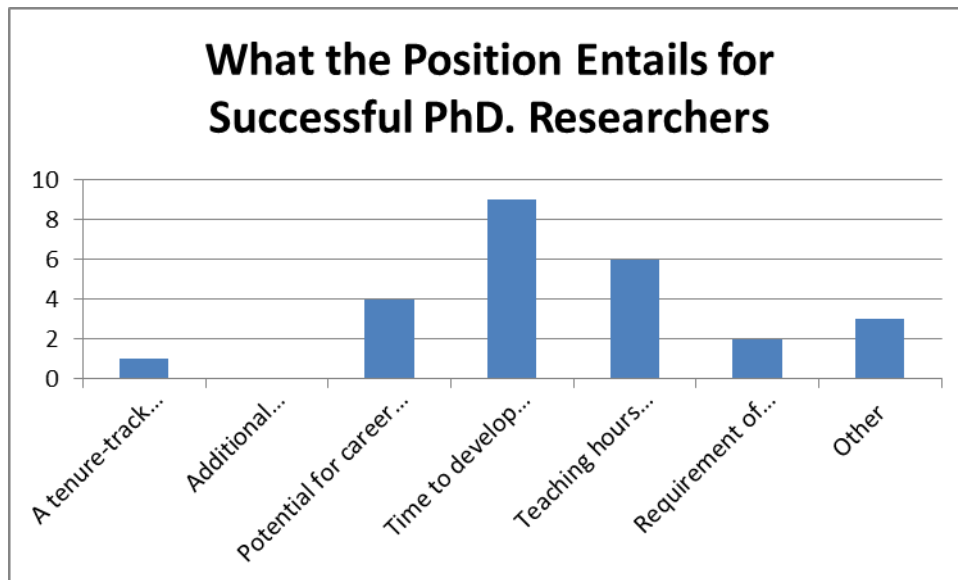
No- 21.6%

Awaiting Reply- 25.5%



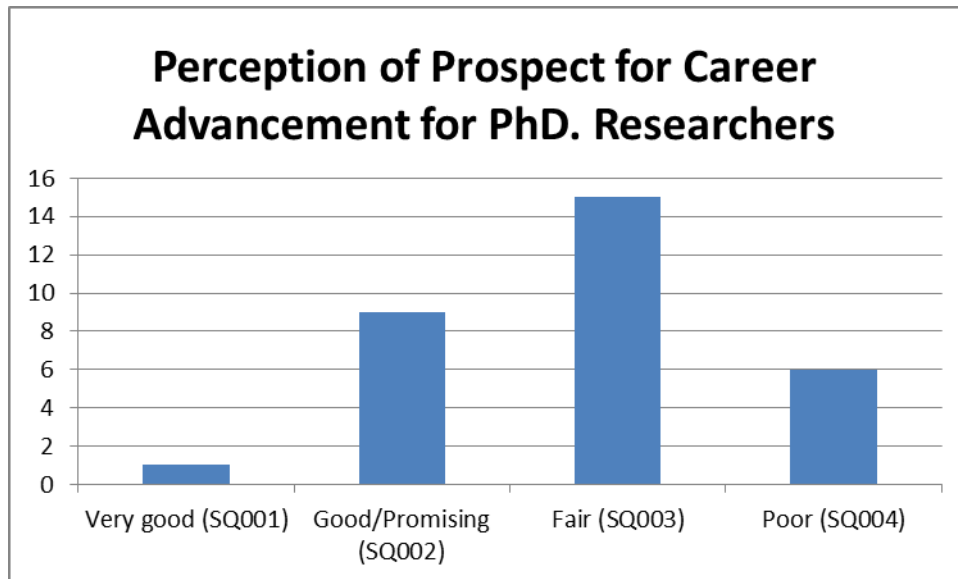
**Of The PhD. Researchers that were successful-  
their new position entails:**

Tenure-Track- 1.9%  
Additional Exams- 0  
Potential for Career Development- 7.8%  
Time to Develop Research- 17.7%  
Teaching Hours- 11.8%  
Required to attract funding-3.9%  
Other- 5.9%



**Of the PhD. Researchers that were successful-  
their perception for career advancement is:**

Very Good- 2%  
Good/ Promising- 17.7%  
Fair-29.4%  
Poor- 11.8%



## **Success on the Job Market, Breakdown by Department:**

### **Economics Department**

Graduates of the Economic Department performed most strongly in the job market with almost 53% securing employment automatically. Already in 2012 the Department will send its graduates to work in the World Bank, Said Business School in Oxford and Universidade de Chile among other places.

In 2011, the placements of economics Researchers were a little more diverse with 2 perusing prestigious post doctorates in Oxford, some working as economists for national banks and financial companies but the majority gaining positions as lecturers or Fellows in universities around the world.

Almost 50% of successful economists chose positions which allowed further development of research with almost another 30% opting to teach. Crucially however, the ability to attract funding accounted for almost 24% of their positions.

Yes- 52.9%

No- 17.7%

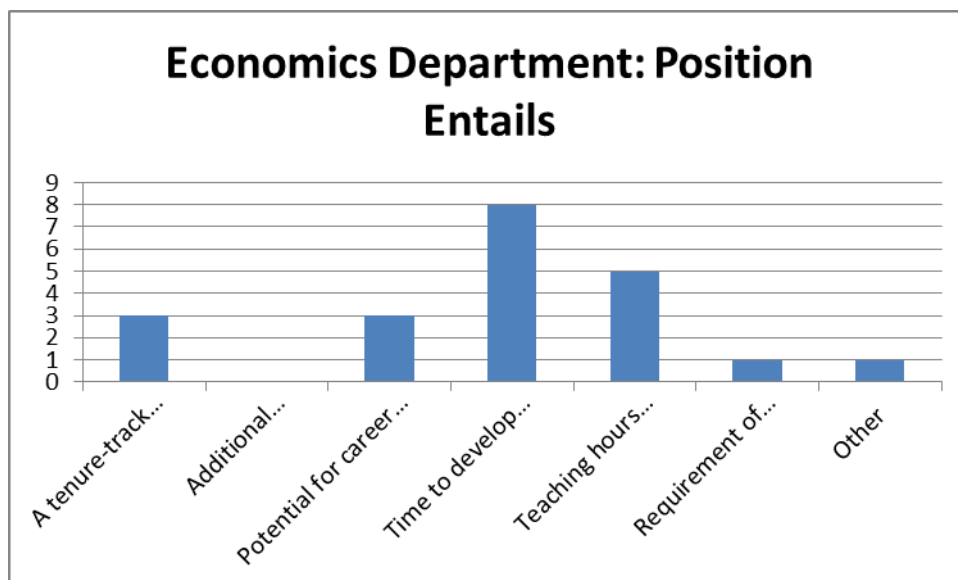
Awaiting Reply- 11.8%





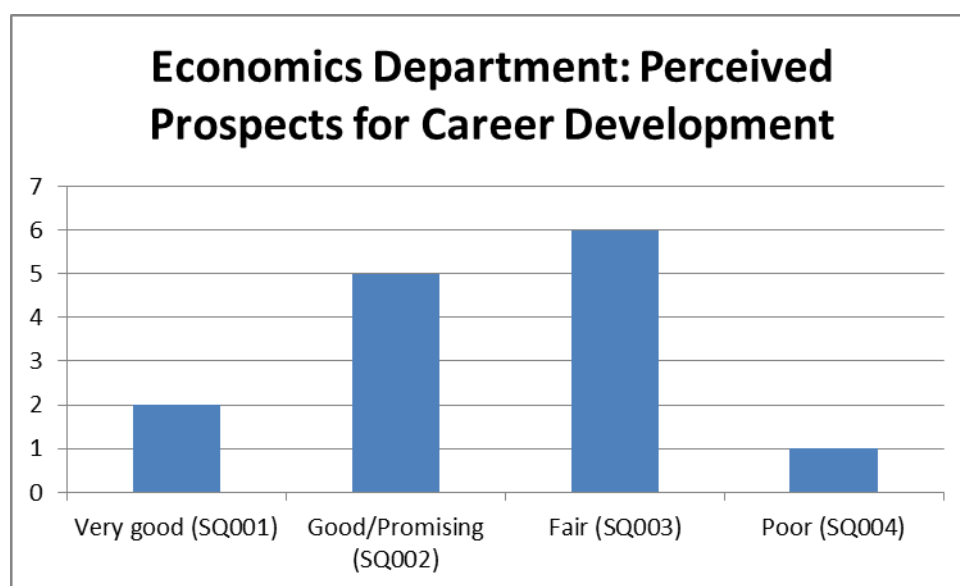
**Of Respondents from the Economics Department that were successful-  
their new position entails:**

Tenure-Track- 17.7%  
Additional Exams-0%  
Potential for Career Development- 17.7%  
Time to Develop Research- 47.1%  
Teaching Hours- 29.4%  
Required to attract funding-23.5%  
Other- 0%



**Of the respondents from the Economics Department that were successful-  
their perception for career advancement is:**

Very Good- 11.8%  
Good/ Promising- 29.4%  
Fair- 35.3%  
Poor-5.9%



## History and Civilization Department

Fellows and Researchers from the History and Civilisation Department performed strongly on the job market with almost 30% securing employment in academia immediately. The majority of graduates work in universities or research institutions in Europe and 34% in a country other than their home country.

Of particular note is the fact that many EUI historians have gained prestigious Fellowships such as the Marie Curie Fellowship and the Andrew W. Mellon Postdoctoral Fellowship.

Since 2008, the HEC Department has produced scholars who have gone on to work in Harvard University, the University of Amsterdam and University College London among a host of other high-ranking institutions.

Yes- 28.6%

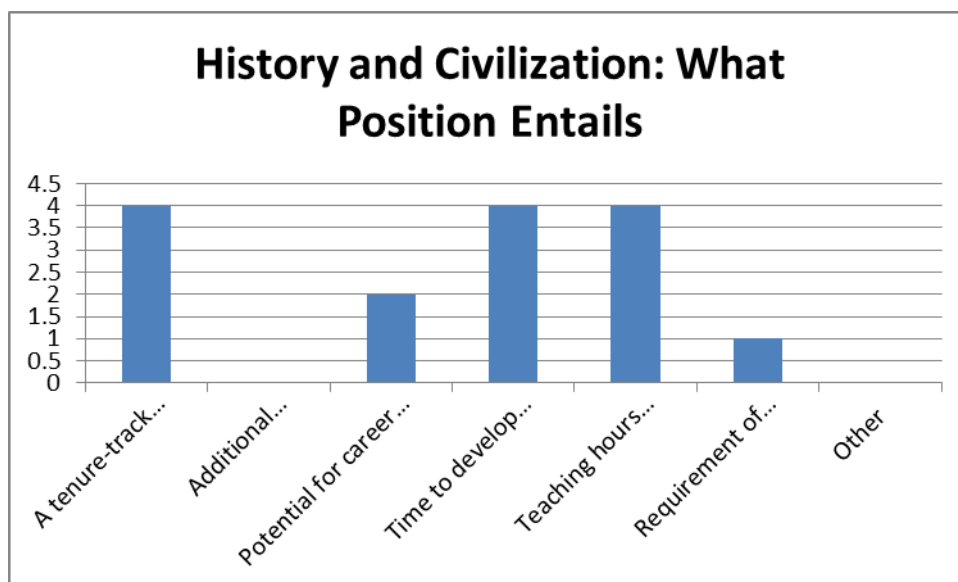
No- 7.1%

Awaiting Reply- 14.3%



**Of the Respondents from the History Department that were successful, their new position entails:**

Tenure-Track- 28.6%  
Additional Exams-0%  
Potential for Career Development- 14.3%  
Time to Develop Research- 28.6%  
Teaching Hours- 28.6%  
Required to attract funding-7.1%  
Other-0%



Of the respondents from the History and Civilization Department, almost 30% secured tenure-track positions, with an even division between time for research and time which has to be spent teaching.

Based on these findings it is not surprising that the majority of HEC Researchers and Fellows surveyed perceived their chances on the on the job market are very good.

Very Good- 21.4%  
Good/ Promising- 14.3%  
Fair- 14.3%  
Poor-0%



### Law Department

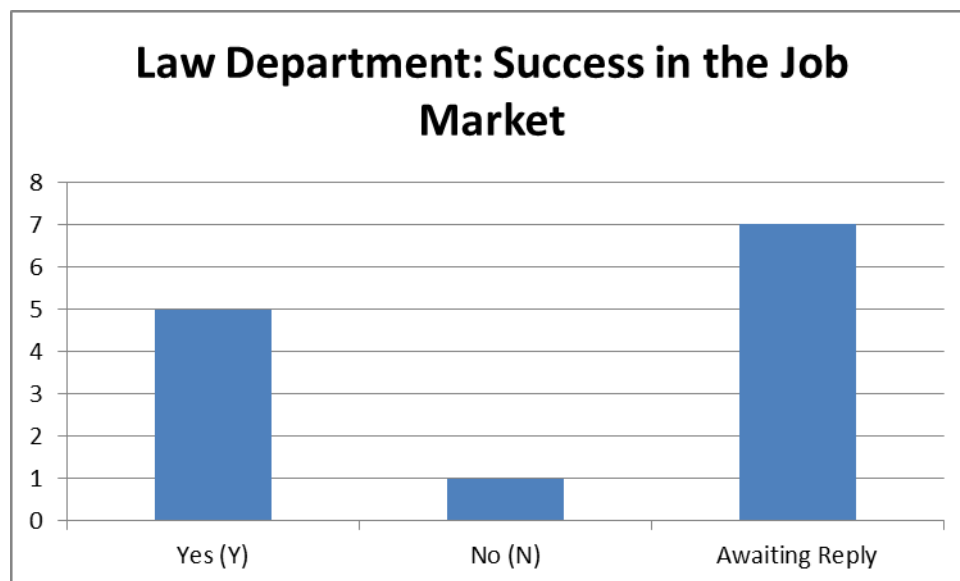
The majority of respondents from the Law Department were awaiting reply but significantly, their failure rate on the job market was the lowest of all departments in the EUI. It is known that in the last 5 years, the Law Department has granted 142 PhDs from which the majority of graduates have gone into positions in academia and research institutions. This complies with the results of this survey which reveal that scholars opted mostly for positions which allowed them time to develop research.

There was some diversity reflected in the results with many Law Department graduates opting to develop their careers in the EU Commission, international organisations or privately with law firms and practices. This variance may also be reflected in perceptions for career advancement in the academic job market which were mostly anticipated to be 'fair' rather than 'promising'.

Yes- 25%

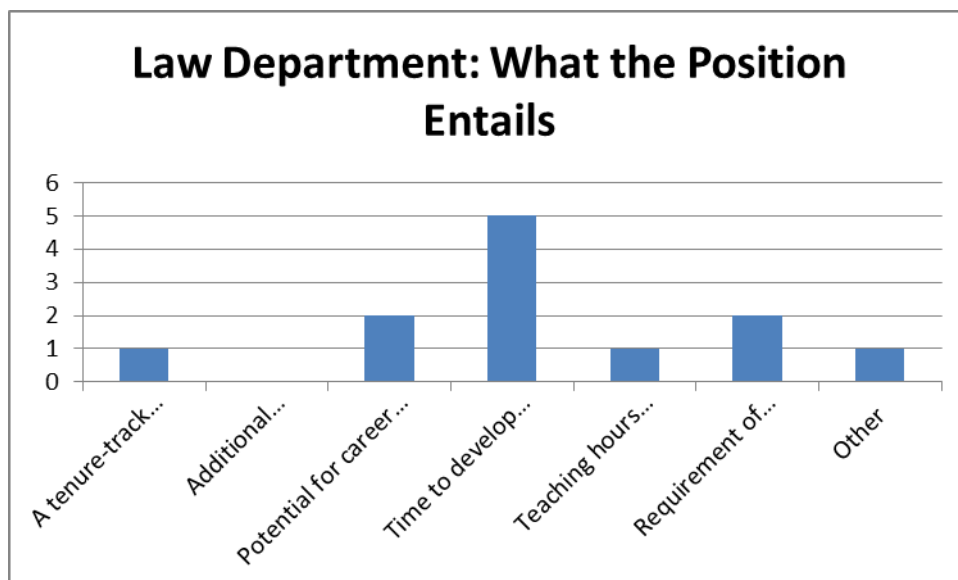
No- 5%

Awaiting Reply- 35%



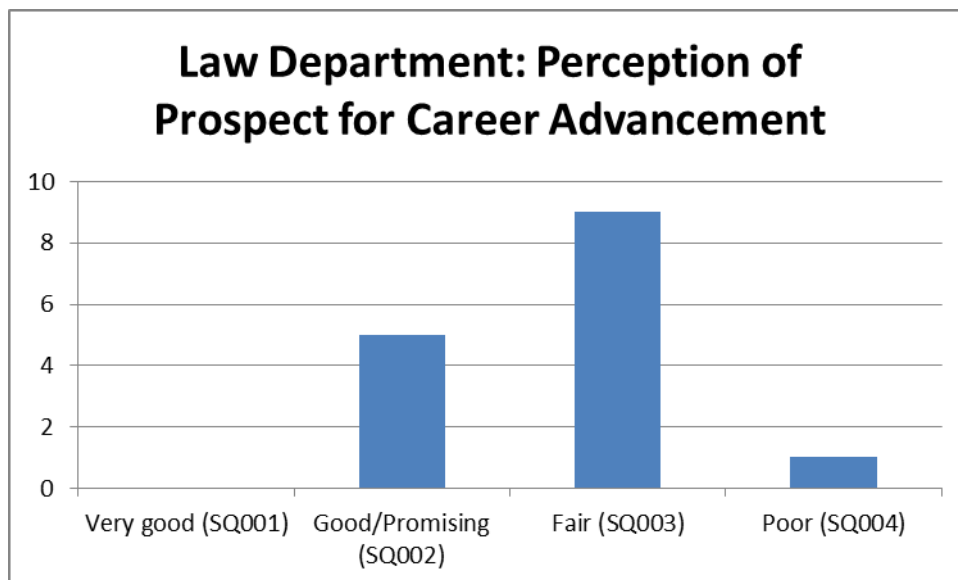
**Of Respondents from the Law Department that were Successful-  
their new position entails**

Tenure-Track- 1%  
Additional Exams-0%  
Potential for Career Development- 2%  
Time to Develop Research- 5%  
Teaching Hours- 1%  
Required to attract funding-10%  
Other- 5%



**Of the respondents from the Law Department that were successful-  
their perception for career advancement is**

Very Good- 0%  
Good/ Promising- 25%  
Fair- 45%  
Poor- 0%





### **Social and Political Science Department**

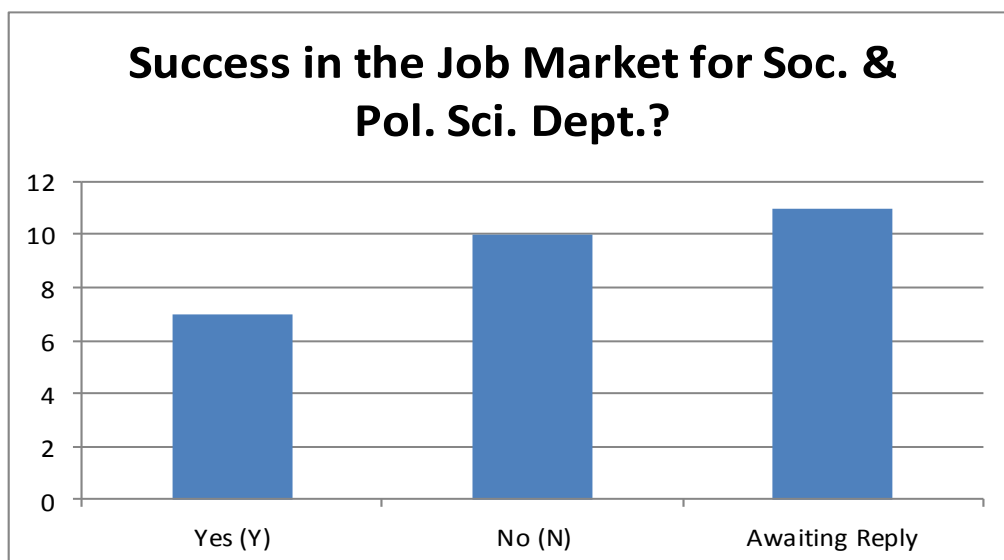
The success rate of SPS graduates in the job market was marked lower than that in the other Departments. However, the small survey sample may partially account for these figures.

It may also be highlighted that in a recent survey conducted from 6-25 March 2012, among EUI alumni, SPS graduates performed competitively on the job market. Across a much larger sample of 965 alumni, 56.51% of SPS graduates indicated that their first job was in a university or higher education institution.

Yes- 24.1%

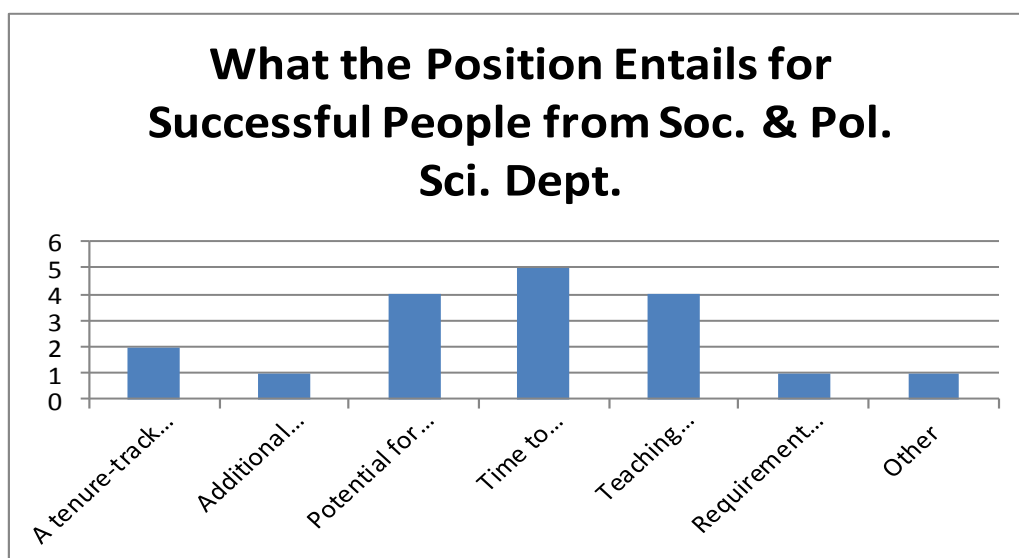
No- 34.5%

Awaiting Reply- 37.9%



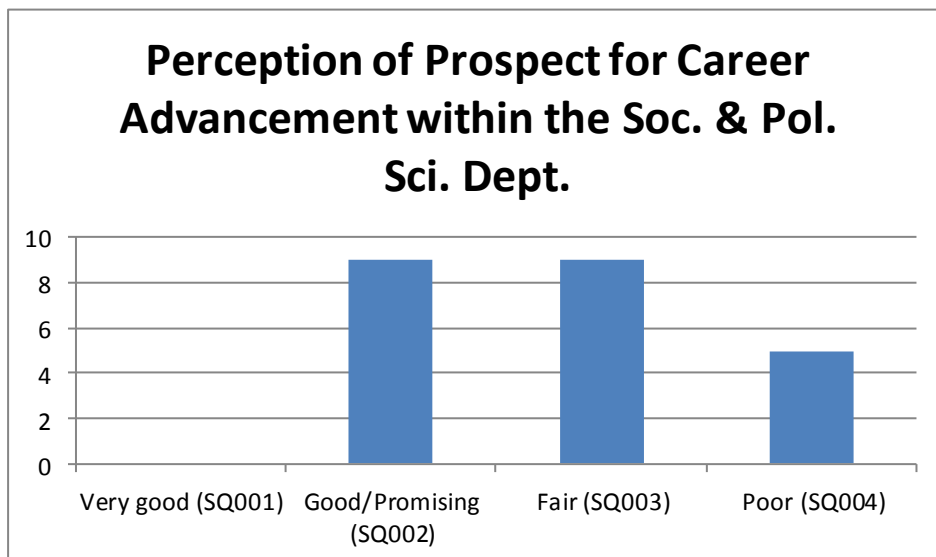
**Of Respondents from the Social and Political Department that were successful-  
their new position entails**

Tenure-Track- 6.9%  
Additional Exams-3.5 %  
Potential for Career Development- 13.8%  
Time to Develop Research- 17.2%  
Teaching Hours- 13.8%  
Required to attract funding-3.5%  
Other- 3.5%



**Of the respondents from the Social and Political Department that were successful-  
their perception for career advancement is**

Very Good- 0%  
Good/ Promising- 31%  
Fair- 31%  
Poor- 17.2%



In total 29% respondents have been successful on the in the job market. Although this percentage seems low another 25% were still awaiting reply from prospective employers. Economics students have experienced a 53% success rate in the job market. History and Civilization students reported a success rate of 29% whereas 25% of the Law students reported a success in the job market. Social and Political Science have experienced a 24% success rate.

**96% successful EUI scholars who have gained academic jobs opt to develop further academic research**

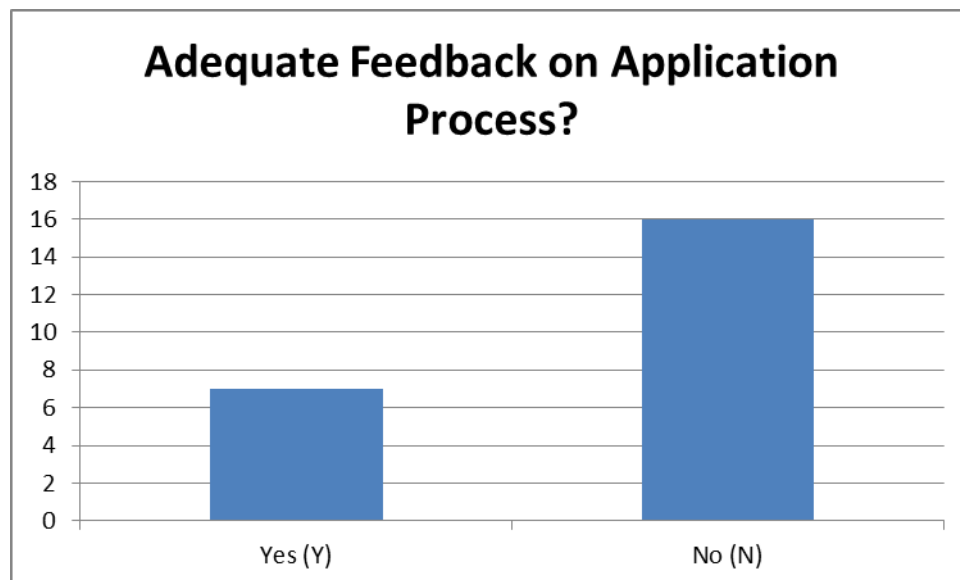
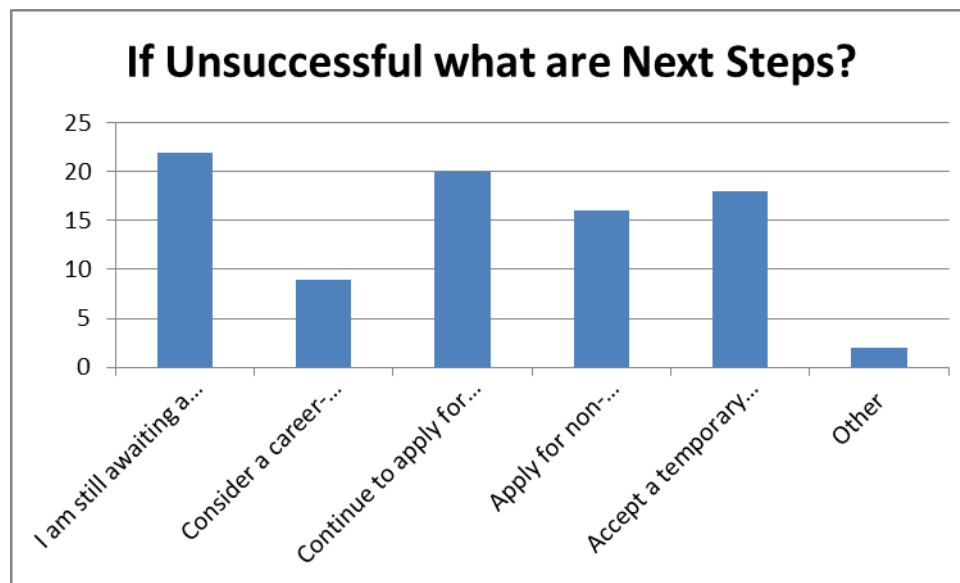
**Almost 30% of respondents have already been successful on the job market**

Of the 25 successes 24 of the respondents were eager to develop further academic research. Only 1 person out of the 25 successful responses was open to changing track and working for a private organization. This person was affiliated with the Economics Department. 24% were interested in working with international organizations. The majority of these individuals 33% were affiliated with the Economics department and the other two were affiliated with the Law department.

The only department in which Max Weber Fellows were significantly more successful than PhD. students were in History and Civilization. All four successful respondents were Max Weber Fellows. However in the Economics department 5 of the 9 successful responses were from PhDs and the remaining 4 were Max Weber Fellows. In the Law department 2 were PhDs and the remaining 3 were Max Weber Fellows. Finally, 3 of the successful responses from the department of Social and Political Science were PhDs and the other 4 were Max Weber Fellows.

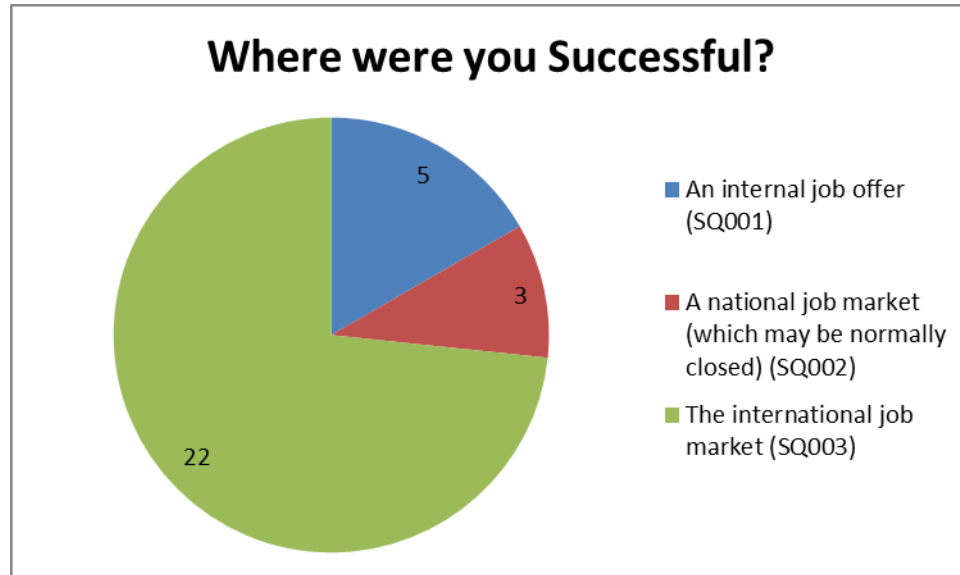
Those who considered themselves to be ‘unsuccessful’ have different strategies for what comes next. Nearly 25% will continue to search and apply for other academic jobs. About one-fifth are willing to accept a temporary solution. This leads one to believe that they are also going to continue their career search.

More than 18% will attempt to find jobs in areas outside of academia. Roughly 10.5% are considering changing their career goals. Of these people who were not offered a position only 8% said they were given adequate feedback. About 18% indicated they were not provided with adequate feedback. About 75% of those asked did not answer this question.



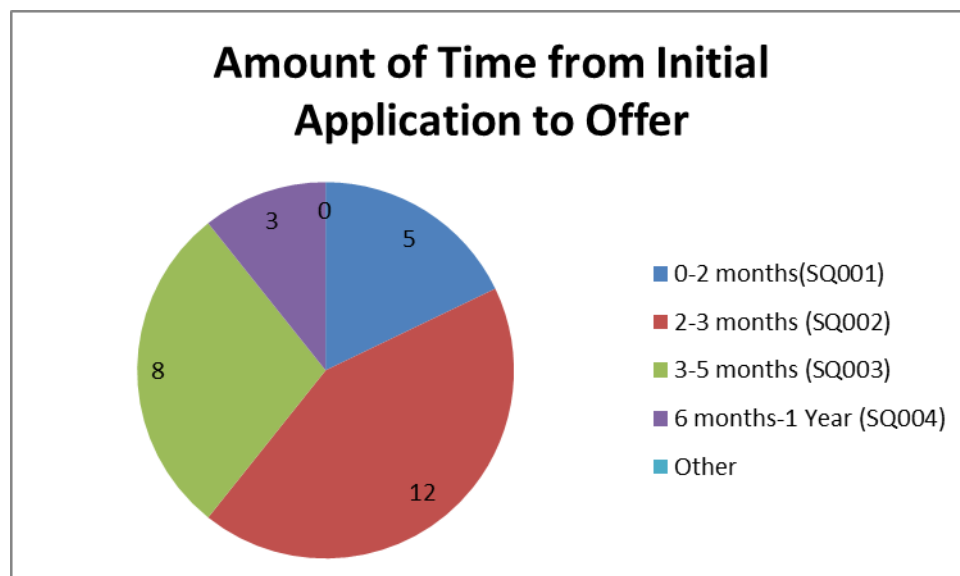
For the individuals who were offered more than one position there were a variety of reasons for their eventual choice. The amount of research they would be able to do was a factor in most of the responses provided. Other reasons included money, spouse and location.

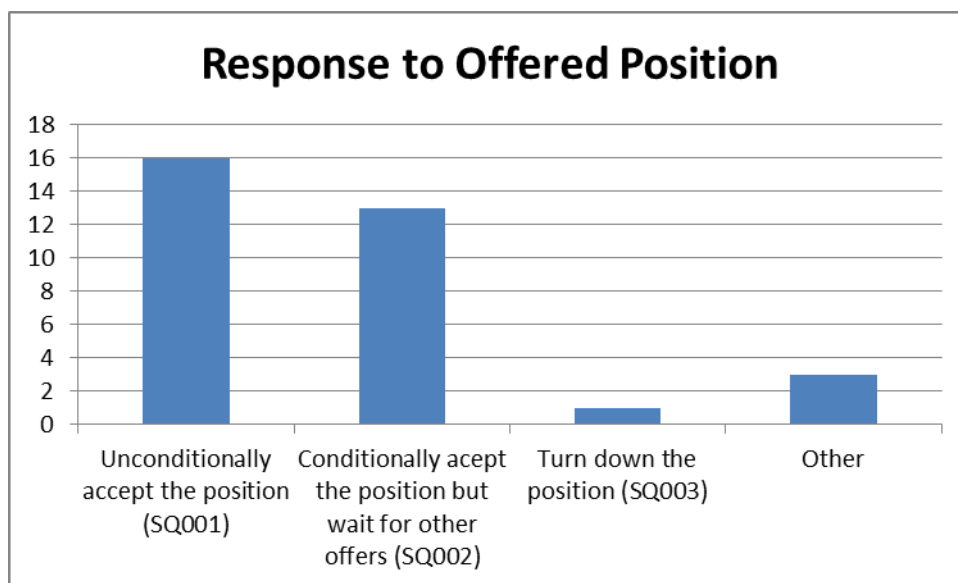
### Success in the international job market was most common



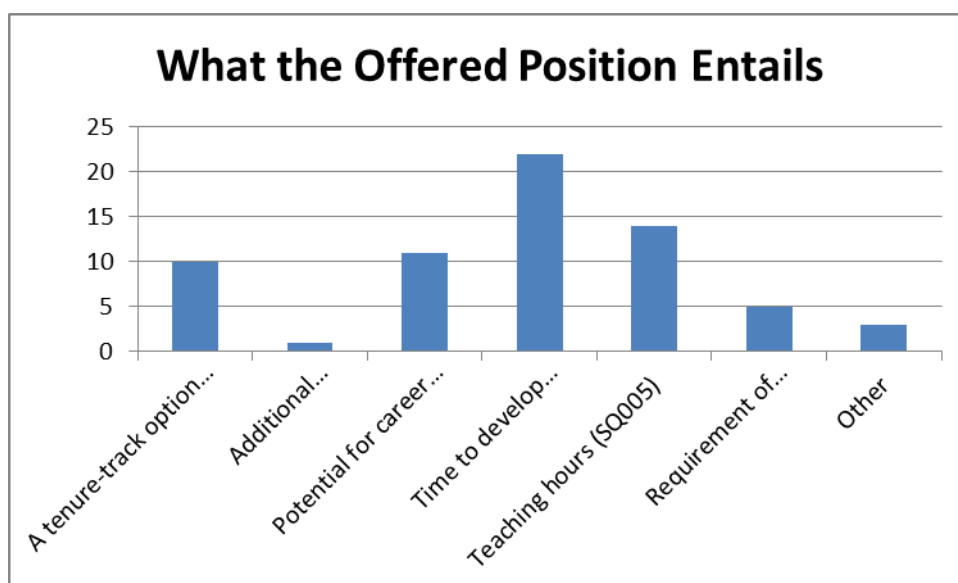
Most success was found in the international job market. 25% of the respondents claimed success in the international job market though curiously only 3% of these successes happened in the national job market. About 6% were internal offers.

From the initial application most of these positions were found within 3 months; 6% were found within 1 month and 14% were decided between 2 and 3 months. About 10% took between 3 and 5 months. Some positions were not settled for up to a year. About 20% of the offers presented were unconditionally accepted. Just over 15% conditionally accepted the position while waiting to hear from other employers. Only 1% turned down their offer.





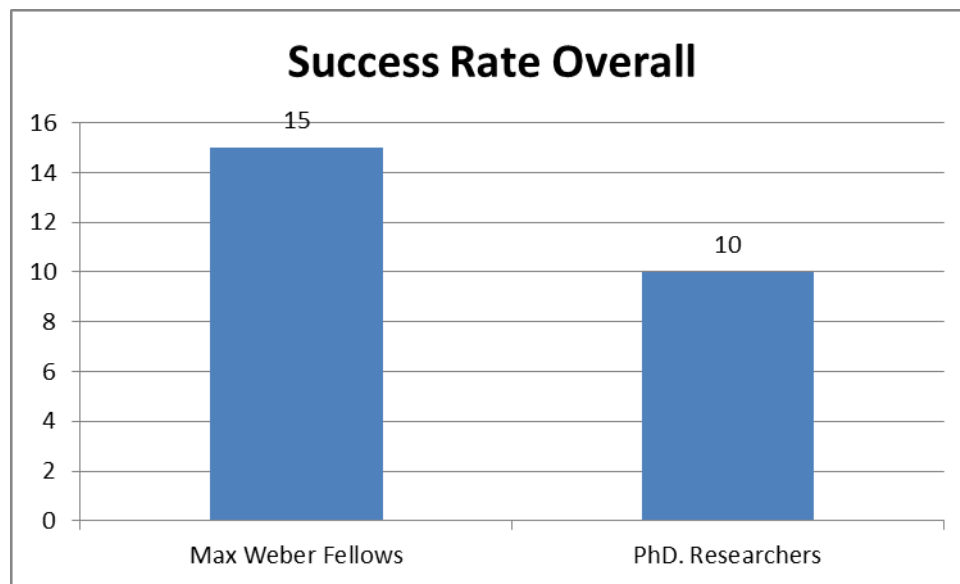
About 25% of the positions offered were in areas that will allow the newly hired person time to develop their research. About 16% of these positions require the respondent to fulfil teaching hours. Nearly 13% were given the opportunity to develop their career at their host institution. Just over 10% were offered tenure-track positions. It is required that 6% of the respondents attract funding. Only 1% were obliged to complete further exams or qualification measurements.



Despite the fact that 25% of respondents stated that they were unsuccessful when attempting to enter the job market only 8% would label their prospects for career advancement at the moment as poor. However, even less 6% consider their prospects very good. About 33% view their prospects of career advancement as fair. Slightly less than 24% consider their prospects to be good/ promising.

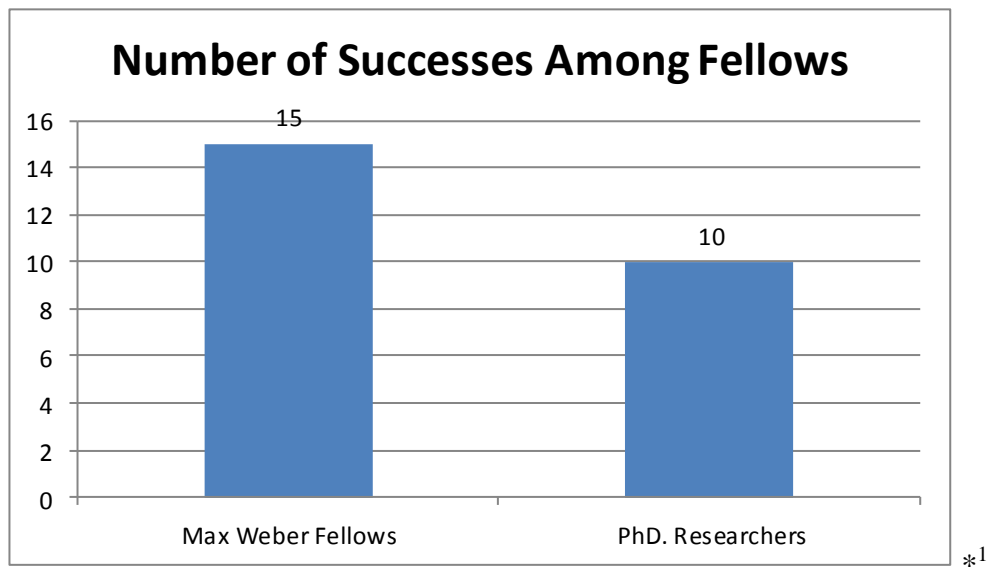
The majority of respondents provided advice for people who have just entered the job market or are about to. The advice ranged from practical to idealistic. The most often repeated advice was to make sure you are prepared. This was directed toward the interview process and the job search.

Many people encouraged limiting your application submissions to positions you are qualified for and that interest you. Others also mentioned resilience and persistence. Another point that was addressed numerous times was to use the resources available whether it is an advisor, friends or workshops such as mock interviews.



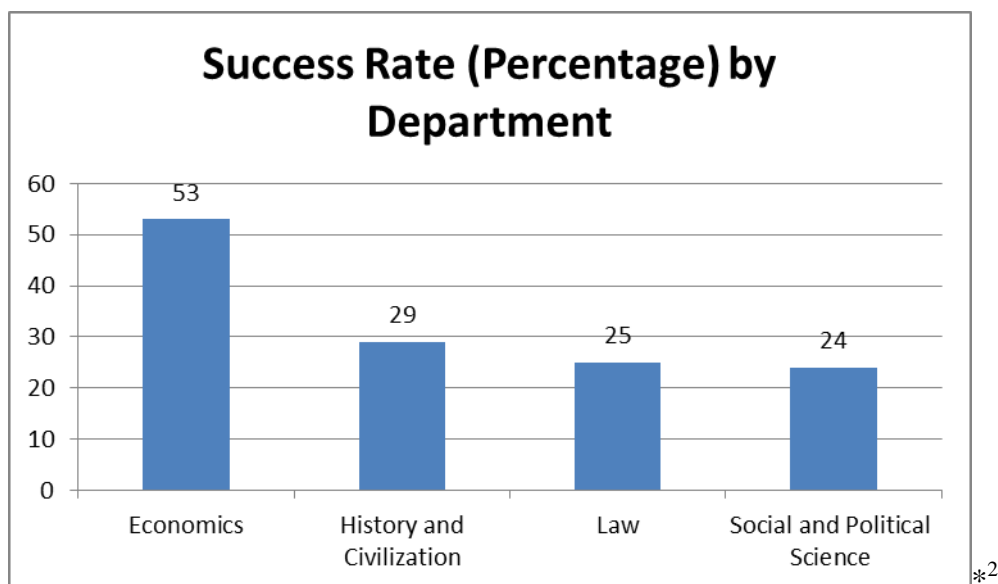


## Part 6: Conclusions.



This survey reveals that almost 30% of EUI graduates (both Researchers and Fellows) have already been successful in the academic job market. The Max Weber Programme performed strongly with 54% of Fellows having secured a further academic position, with almost 30% awaiting a reply. Of the respondents, 25% indicated that they had gained positions through the restricted and competitive international job market.

The EUI sends the vast majority of its graduates to the international job markets in North and Western Europe and North American, therefore it may be argued, to conduct research in the highest-ranking universities in the world.



<sup>1</sup> This sample is problematic for what it represents because of the small number of respondents. In addition, there were many incomplete responses and also a large number who registered that they were awaiting replies from applications. In addition the timing of the survey is halfway through the academic year which means that many respondents will not yet have secured a position for the forthcoming year.

### **Advice from Respondents:**

The 42% of respondents who had been through the interview process provided advice for people who have just entered the job market or are about to.

**“Don’t get discouraged!”**

**“No Retreat, No Surrender!”**

### **On Entering the Job Market:**

Most people encouraged *“limiting your application submissions to positions you are qualified for and that interest you.”*

One person suggested to, *“be done with your job market paper and other writing samples before the start of the job market seasons. Pay attention to the deadlines; submit applications on time. Write good and customized research agendas and statements of interest. Spend time preparing for the interviews. Practice your job talk.”*

Another respondent offered a lot of advice on for people in each stage of the job search. They stated, *“Start early (summer of 3rd year) - Contact other people who have gone through the market recently - Finish job market paper by August - Start screening old job listing (these are long lists!) to get a feel for structure of data - Use all channels to identify positions with a good "match" of research interests. These offer the best chances of being successful.”*

### **On Preparing for an Interview:**

Being prepared for an interview emerged as the most common piece of advice. One person advised, *“Prepare the interview in advance, to have a minimum of preparation for answers to give to expected questions.”*

**“Practice a lot.”**

**“Play your strengths,  
trust your ideas.”**

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<sup>2</sup> This includes Fellows and Researchers

### **Concluding Remarks:**

Although the sample for this survey was quite small, it presents a lot of interesting information on the fate of EUI Researchers and Fellows on the academic job market.

There was some degree of self-selection among the replies as there were an unequal number of responses from the four Departments. However, the figures are accurate and provide a general impression of the destination of EUI graduates.

What was consistent across the disciplines was that people encountered the job market in the same way and often faced the same difficulties and challenges. For example the internet was by far the most popular source of information for scholars across the board. Similarly, 71% of respondents indicated a preference to stay in their various fields of expertise in academia.

Time to develop research and job prospects are the most important factors in the selection of jobs for EUI Researchers and Fellows. A further 57% indicated that geographical location of a certain job was the third most decisive factor.

The average time taken to secure a job was 2-3months from the initial application, through the interview to final appointment. 42% of EUI scholars surveyed have already been interviewed, the majority in an informal scenario such as after a workshop or conference. From this the survey highlights the importance of a sustained involvement in the academic network and that includes participating in or organising relevant conferences.

What emerged alongside this emphasis on academic experience and networking at events was that scholars needed to take this more seriously as a way of entering the job market. A lack of professionalism was evident in many of the responses.

Despite the current period of crisis in the international job market, only the replies from the SPS Department reflected serious difficulties in obtaining jobs. The small number of responses may partially account for this. Overall however, EUI Researchers and Fellows emerge as competitive and successful on the academic job market, especially in North and Western Europe and North America.