



Council of Graduate Schools

Advocacy, Research, and Innovation

Academic Cultures & Career Paths in the U.S.:

Facts, Trends, and Opportunities for International Scholars in the Humanities and Social Sciences

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Council of Graduate Schools

■ Membership

- 490 members from US and Canada (and 14 international affiliates); Over 90% of doctoral degrees and approx. 85% of master's degrees awarded in the US represented

■ Mission “to advance graduate education” through:

- Advocacy
- Research
- Best Practices, e.g. *Preparing Future Faculty (PFF)*
- + International Dimension



Characteristics of a “Global University”

- International Research Collaborations
- International Programs
- International Students
- International Experience for Domestic Students
- **International Postdocs & Faculty**



Positive Trends for International Researchers

- *Increased Student Mobility* at undergraduate and graduate levels
 - CGS International Surveys (www.cgsnet.org)
 - Open Doors Report (<http://opendoors.iienetwork.org>), “first significant increase since 2001” 3% overall, 10% new.
- *Joint and Dual Degree* programs on the rise, creating opportunities for student and faculty exchanges.
 - CGS International Survey, 2007 (www.cgsnet.org)
- *Bologna Process* improving US admissions infrastructure for evaluating international credentials
- *Global Citizenship* a growing concern



Some Countervailing Trends

- The U.S. Bureau of Labor Statistics projects a much faster-than-average 27% increase in postsecondary teaching jobs through 2014. (<http://stats.bls.gov/oco/ocos066.htm>) (++)
- Much of the increase will be in Part-Time. (--)
- In 1990s, national share of Part Time (PT) faculty grew to 50+%, (prevalent esp. in Social Sciences and Humanities.) (--)
- The “Postdoc” is emerging as a growing trend in these fields (++)
- As PT faculty increases, undergraduate completion rates fall (--)
- Emphasis on completion rates and “accountability” is rising at both undergraduate and graduate levels. (++)



•(Ehrenberg [http://www.ilr.cornell.edu/cheri/wp/cheri_wp46.pdf],

NYT [<http://www.nytimes.com/2007/11/20/education/20adjunct.html?ex=1196398800&en=618fc4e8c3304e02&ei=5070&emc=eta1>])

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Some Countervailing Trends (continued)

- Concerns about reduced interest in PhD pathway among domestic students (--)
- International students filling the gap in increased percentages. (++)
- Alongside Global University trends are public undercurrents of protectionism and provincialism (--)
- Capacity Building (++)



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Faculty Rank

- Postdoctorate - - - Adjunct Professor or “Lecturer”
- Non-tenure Track Research and Teaching Positions
- Assistant Professor, Tenure Track
- Associate Professor, Tenure
- Full Professor, Tenure



US Faculty Salaries by Rank

	Average Salary	“Research 1”	Master’s Focused
Instructor/ Lecturer	\$40/45,000		
Assistant Professor	\$54,500	\$65-75,000	\$50,000
Associate Professor	\$65,100	\$80-85,000	\$60,000
(Full) Professor	\$91,500	\$100-110,000	\$70-80,000

source: 2004-05 American Association of University Professors



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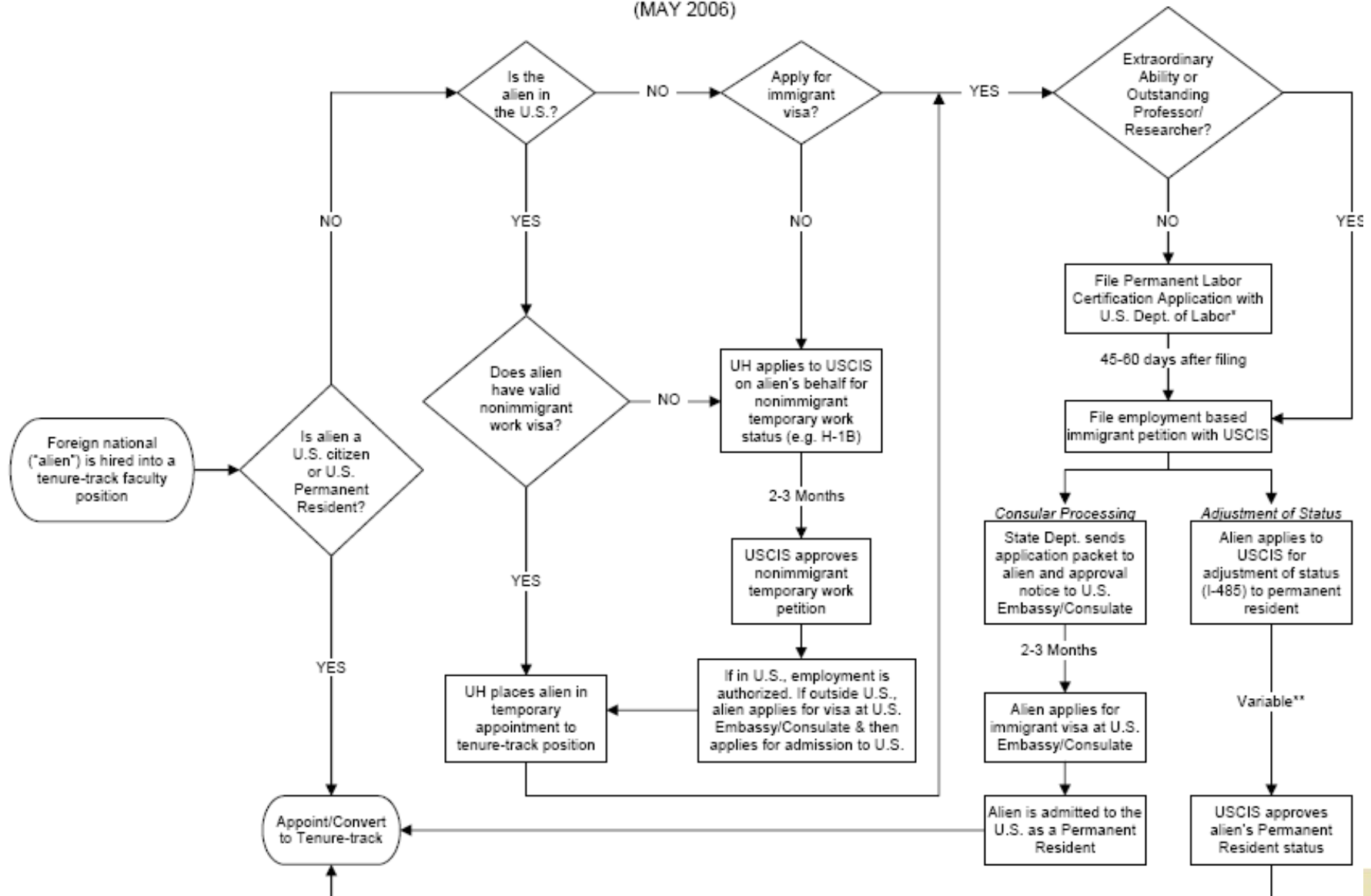
Tenure & Promotion

- Publication
 - Quality: peer review, selective peer review
 - Quantity: # of Articles (3-6); # Books (1-2)
 - Citations
- Letters of support (networking outside the department)
- Teaching portfolio & service requirements

- Understanding stated requirements (and unstated expectations)
- Understanding institutional decision-making and recent history
- Balancing Research, Teaching, and Service



IMMIGRATION PROCESS AND TIMELINE FOR INTERNATIONAL FACULTY APPOINTMENT
TO A TENURE-TRACK POSITION AT THE UNIVERSITY OF HAWAII
(MAY 2006)



* Alien Labor Certification Applications must be submitted to the U.S. Department of Labor within 18 months of selection for teaching faculty and within 6 months of selection for researchers.
** Processing times vary depending on security clearance, concurrent filing, and immigrant visa availability.

Visa Class Characteristics

- **J-1** (“the Exchange Visitor Visa”)
 - Common for Post-docs
 - *Purpose*: exchange opportunities for a cultural/educational purpose
 - *Family/ Finance*: Spouse may apply for employment authorization
 - Up to 3 years (with 6-month extension)

- **H1-B**
 - Common for Faculty (some postdocs)
 - *Purpose*: temporary employment in “specialty occupations” and/or with intent to apply for permanent residency
 - *Family/ Finance*: Non-U.S. spouse ineligible to apply for employment authorization
 - Up to 6 years

Resources: National Postdoc Association (<http://www.nationalpostdoc.org>);
US Department of State website (<http://travel.state.gov/visa>)



Inside U.S. Higher Education

- *Chronicle of Higher Education* (<http://chronicle.com>) and *Inside Higher Education* (www.insidehighered.com)
- National Postdoc Association (<http://www.nationalpostdoc.org>)
- National Academies of Sciences reports (www.nationalacademies.org)
- American Association of University Professors (www.aaup.org)
- Higher Education Research & Reform Initiatives:
 - Ronald Ehrenberg & CHERI (Cornell Higher Education Research Institute), Chris Golde & Tim Dore, Carnegie Initiative on the Doctorate, Re-envisioning the PhD, NORC (Survey of Earned Doctorates), NRC Doctoral Assessment; Maresi Nerad (CIRGE)
- Your Institution: International Services; Postdoc Office.
- Council of Graduate Schools (www.cgsnet.org):
Preparing Future Faculty (www.preparing-faculty.org)

