



THE GLOBAL JOB-MARKET FOR JUNIOR FACULTY

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Global Job-Market Segments & Examples

- The **market for Ph.D. education (“Doktoranden”)**
 - **Outbound:** Anne Heinrichs, Matthias Breuer (Chicago Booth), Harm Schütt (Berkeley), Jonas Heese (Maastricht), ...
 - **Inbound:** Primarily via structured Ph.D.-programs (DART, Swiss, Mannheim, ..)

- The **market for “Seniors” / “Tenured Positions” (W2/W3, “auf Lebenszeit”-Stelle)**
 - **Outbound:** Igor Goncharov (WHU -> Lancaster)
 - **Inbound:** Per Olsson (Duke -> ESMT), Garen Markarian (IE Madrid -> WHU), Marc Wouters (Twente -> KIT), ...

- The **market for “Juniors” / “Habilitanden” / “Juniorprofessuren” / “Post-Docs”**
 - Non-tenured Job after Ph.D. and before tenure (“Qualifikationsstelle”)
 - **Outbound:**
 - **U.S.** Martin Holzhaecker (Michigan State), Mirko Heinle (Wharton), Jonas Heese (Harvard), ...
 - **U.K.** Zoltan Novotny-Farkas, Christian Stadler (Lancaster), Sebastian Hoffman (Edinburgh), Marcus Witzky (LSE), ...
 - **NL** Christoph Sextroh (Tilburg), Elfers (Rotterdam), Roland Königsgruber (VU Amsterdam), ...
 - **France** Thomas Keusch (INSEAD), Michael Erkens (HEC/Rotterdam), ...

Mannheim's Junior Faculty Activities in 2016

Placement – Supply Side



Ferdinand
Elfers



Christoph
Sextroh



Madeline
Trimble



Recruiting – Demand Side



Reeyarn Li



From Local to Global Job Market: The Case of Germany

- The **traditional market**
 - Only internal hires on Post-doc Positions (“Habilitanden”)
 - Transfers to another Chair uncommon and negatively perceived

- **System under pressure**
 - From the students:
 - Increased **mobility of students** at all levels (Bachelor, Master, Ph.D., Junior)
 - Increased awareness of **outside options**
 - From the Research Community / State:
 - Introduction of **“Junior” professorships**
 - Pressure from **other disciplines** to hire post-docs externally
 - Reputation of **doctoral programs** hinges on external placements

- Mobility within Germany: **Transfers to “Junior” professorships have become more common** in Germany over the last decade (e.g., Bochum, Nürnberg, HU and FU Berlin)

- Global mobility: **Mannheim, WU Wien, WHU,** and **Frankfurt School** have been representatives from German-speaking countries at the first EAA job market in 2015

Opportunities on the Global Job Market

Europe: The EAA Talent Workshop

- Traditionally, the recruiting of **European schools** has been based on informal, personal ties, often within the same country
- **Significant frictions to mobility** due to high information asymmetries across countries about opportunities, requirements, open positions, etc..
- Now: **Local job markets are becoming global: The EAA Talent Workshop** (see: <http://www.eaa-jobmarket.ie.edu>)
- We observed **high demand for junior faculty** in Madrid (number of positions exceeded the number of candidates by far)
- It's been a **new experience** (both candidates and recruiting institutions), but I predict:
 - **Significantly increasing mobility** of candidates in the future
 - **Significant feedback-effects** on national academic markets
 - (Net-) Exporter after Ph.D. (GER -> Foreign)
 - Increased competition for Senior Positions in GER (Foreign & GER -> GER)

Opportunities on the Global Job Market

Europe: The Demand Side

- **U.S.-style business schools** (LBS, INSEAD)
 - Primary focus on U.S. job market
 - Tenure criteria and salary comparable to U.S. peers

- **European-style business schools** (e.g., Bocconi, HEC, IE, IESE)
 - Focus on MBA teaching
 - Research environment diverse, some need to build up reputation in Accounting
 - Salaries relatively high (at least, if not PP-adjusted)

- **Traditional universities** with strong **business focus** (e.g., Lancaster, Tilburg, Mannheim)
 - Good research environment
 - Salaries often linked to public servants

- **Many other alternatives**
 - European schools are very diverse and some favour “AOS-type” research outside the mainstream (e.g., many Scandinavian universities and some U.K. schools)
 - <http://www.eaa-jobmarket.ie.edu/#supporting>

Opportunities on the Global Job Market

USA

- More **established job market** (early December in Miami):
<http://aaahq.org/Meetings/2015/RookieCamp>
- Around 175 rookies this year with >90% of them from U.S. schools
- Almost all **European graduates** at the market are **already based in the U.S.** as a visitor
- This reflects the **traditional career path of Europeans** who succeeded in the U.S. (e.g., Luzi Hail or Christian Leuz at the senior level, Mirko Heinle at the junior level). That is, strong European candidates do have a chance at the top-tier institutions if they proceed step by step!
- **Huge demand for junior faculty** at lower-ranked **teaching-oriented schools** which still offer high payment and the gray job market typically starts with the career fair at the AAA Annual Meeting in August

The Job Market Procedure



5th year of graduate study (international standard, especially in the U.S.)

Gray Market: Career Fair at the AAA Annual Meeting, personal connections

Submit package (Job Market Paper, CV, Research Statement):
Early October (EAA) and Mid-November (AAA)

Choose preferred schools on the online platform

Wait for schools to contact you for an **interview date**, be responsive!

Students & Recruiters attend the **job market events**:

(a) 15-minute (AAA) or 25-minute (EAA) presentation, uninterrupted

(b) Individual interviews with recruiting committees (20-30 minutes each)

Wait for schools to **invite you for flyouts**, again: be polite and responsive!

Campus visits (typically from early January to mid-March):

Office meetings, seminar-style presentation, social activity (dinner or lunch)

Wait for **job offers** (with some of the offers being “exploding”), make your decision

Credible Job Market Signals

A Market with High Information Asymmetry: What do Schools Look for?

- **Reputation** plays a great role:
 - Your **school** (being from Mannheim is a plus at the EAA market, less so in Miami)
 - Your **supervisors** and your dissertation committee
 - Your **references** (be careful: schools will contact them!)
 - Your **co-authors**
- Cooperation with **renowned scholars**
- Front-runners typically have at least **one paper in print** or **under 2nd/3rd round review** at a top-3 journal
- Quality of **job market paper** (good schools actually read the papers)
- **Presentation style** (indicative of your teaching performance)
- **Fit** into the Department:
 - **Research methods**: Match with interests of senior faculty?
 - **Your Character**: Do you want to have that person around?

Going Forward – Our Advice to Ph.D. Students

What Does a Candidate Typically Need to Succeed on the Job Market?

- Carefully selected portfolio of projects**
 - **Spend significant time** on project selection
 - **Get informed** (What is currently published / presented / discussed?)
 - **Judge** potential impact / interest to community (local or global?)
 - **Quality** pays off (rather than the pure number of papers)
 - Publications in **well-known journals** are a plus
- Single-authored job market paper** will become more of a standard
- Wise **choice of co-authors** (not necessarily guy next door or supervisor)
- Invest in your **network**
 - Use the contact with visitors, attend conferences, etc.
 - Plan research visits early on
- Work on your **presentation skills**, get practice
- Prepare well** for the Job Fares

Going Forward – Our Experience as Institution

What are Our Experiences as Placing & Hiring Supervisor and Institution?

- **Impact of external placements vs. internal hires**
 - **Information asymmetry increases** taking on external vs. internal Juniors ...
 - ... **but credible external quality signals** about internal Juniors should increase confidence in everyone's decision to continue academic career

- **Some personal views from a supervisor's perspective**
 - - Some **Chair-specific working-knowledge** is lost
 - + After 4-5 years of Ph.D. supervision, **external learning curve** seems higher
 - + External placements grant **reputation**
 - + You can **continue conducting joint research** (perception of free-riding less likely)
 - +/- **Less personal responsibility** in career decisions/success of candidates

- **Hiring**
 - Recruiting **time-frame** pretty fixed (Interview Jan.-March for September hire)
 - Time and efficiency of **process matters**
 - German **pay-scale (A13 / W1) on lower end** (in particular vs. Business Schools)