

Looking towards the future & a job in academia

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Liberal Arts Colleges

- Small, private, residential
- Each institution has its own culture – they vary greatly and it's hard to characterize a liberal arts college as a whole – you'll need to familiarize yourself with each institution to figure out what your role might be
- Teaching tends to be the primary aspect of the job & the primary means by which you'll be evaluated
- Research is not forgotten about, it still exists but the definition may be different, with broader categories of what constitutes research
- Service can vary greatly depending on the university – expected to participate in university life – advising, serving on committees, interacting with students and families
- Teaching load can vary
 - St. Johns 3/3
 - Hamline 2/2
 - St. Olaf 6 classes per year (4 language, 2 others)
 - Others 3/3/1

Research Institutions

- Tend to be more “uniform” – will have graduate programs, veterinary & medical schools, teaching assistants
- Tend to provide more funding for research
- Service component is made up of serving on department & university committees
- Teaching component is becoming more & more important – it is not forgotten about just because of the research expectations
- Should be thinking 24 hours a day in research
 - Should publish 2 articles / year or a book / year
 - Teach 2 courses/semester
- § Occasionally can have access to a course release to work on a project
- Good to integrate teaching & research interests – don't be too narrowly focused though with teaching

Workload expectations

- 3 main components: service, teaching, research
- Your daily/semester schedule will help you to determine the expectations as far as research is concerned – this usually becomes clear in interviews
- Transition year (1st year) – some schools will lighten the load to help with the transition
 - Some will reduce teaching load by 1 course for the first semester
 - Some will not require service during first few years

Tenure

- If you are only interested in teaching (i.e. you don't want to be expected to do research), consider getting a teaching specialist position, don't look for tenure track positions as you will be expected to do some research.
- Increasingly, fewer & fewer positions
- Process depends upon university
 - In some, in your 6th year, they'll look at your file & make a decision
 - In others, there may be two evaluations: in 2nd or 3rd year they'll give you recommendations to improve your opportunities for tenure and then in 5th or 6th year make a decision

Preparing for Positions

- Don't wait to be at an institution to begin "doing" service – serve now on department/university committees, organize events, etc. – Be sure to include service on your CV
- Be prepared to answer questions about what type of service you would be interested in at interviews
- For research institutions, should have 3 or 4 publications before applying for jobs
- Many departments are looking for candidates with backgrounds in applied linguistics or SLA to help meet departmental needs (course planning, language evaluation, etc.)

Working in Two Departments

- Some positions will be advertised as a joint appointment
- Opportunities for interdisciplinary teaching (ex. freshman seminars)
- Will depend upon the institution's culture – many times teaching in more than one department will have budgetary effects
- Opportunities to teach a course occasionally outside "home" department – often times has to be worked out collaboratively within a department so that all have equal opportunities to do so

Moving between Universities

- Movement can be in either direction (research to liberal arts or liberal arts to research)
- Important to consider what the library facilities are like as this will have an impact on the research you are able to do
- Important to consider the year in which you decide to make the transition
- When moving from a liberal arts to a research institution, the actual "small" university will be considered, its reputation, what publications you've done, etc. – so keep that in mind

Salaries

- Public universities – we can look up and see the salaries of professors
- Private universities – salaries are private, negotiated between the dean and professors, not discussed within departments
- Counter offers will happen, depends on university
- Don't ask about salary at MLA, once you do an on-campus interview then you can ask

- Example ranges of salaries
 - St. Olaf (assistant professor – tenure track) starting at low/mid \$40,000
 - St Johns – more than \$40,000
 - Univ. of Minnesota – can range from \$45,000 to \$103,000 (senior professor)

Funding for Research/Travel

- St. Olaf – from department \$200/year
 - Other funds are available from dean for presenting at conferences
 - 2 grants for class releases /year are available university wide
 - Grants are available to support research from outside sources for special projects
- St. John's – guaranteed \$500/year – can be accumulated for up to 3 years
 - General grants are also available
 - Other opportunities for funding for presenting/attending conferences
- Other universities have professional development accounts \$1500/year (travel, purchase journals, etc.)
- University of Minnesota
 - \$1600 for travel for the department
 - External funds are available

Summers

- Primary time for carrying out research
- Can do some administrative work, prepare for upcoming courses
- Many institutions have 9 month contracts/appointments – can get paid either over 9 months or 12 at some institutions
- Most don't require that you teach – you can but it's extra

Sabbaticals

- Once you've reached associate professor can apply for sabbatical
- Maybe once every 5-7 years (depends on institution)
 - Full year leave at 50% leave (70% at St. Olaf)
 - Semester leave at 100% (every 4 years)

Church-affiliated

- Those that are very doctrinaire (ask you to sign a profession of faith, code of conduct, etc.) – if you're values/religion/ideas don't align – don't apply
- Others are historically church-affiliated but don't have anything to do with religion, no requirements
- Again, depends on university

Suggested Readings: Broughton, Walter, and William Conlogue. "What Search Committees Want." *The Modern Language Association Profession* 2001: 39-51.

Stivale, Charles J. "The Loneliness of the Long-Distance Interviewer." *The Modern Language Association Profession* 2003: 132-143.