

Notes from Chairperson Discussion

October 25, 2023

Topic: Recruitment & Retention

Union College: any tenure track searches across the board are yielding small searches/pools

Hard to keep admins too – staff not paid well

Almost half of the participants have done searches recently

UArkansas: R1 university – also having issues with small pools

Failed search for an organic chemist – partially timing of approval, but also pool was not great

Pitzer Scripps in CA – small pool but diverse and really strong; wanted to hire 2 people from the pool – but issue is housing costs, southern CA being geographically expensive

Christopher Hallen: We were 13 tenured faculty and 4-5 adjuncts. Now 9 tenured at the Bloomsburg campus. Similar at the other two campuses in our U.

Amanda Morris: I think the biggest "pain point" (although I would say VT does not have a major issue with T&R) is getting good benchmark data on salaries. Staff recruitment is harder given the remote area of VT. **-VT: Virginia Tech** -> we can pull up some salary data

State of NY: as a rule they now have to advertise salaries in all job ads -> can look across departments as well and see what the ranges are across departments

California as well, interesting to compare across departments

CT as well new requirement for this year

Iowa dodged the bullet, PUI UNI, search for an organic chemist, pool looks ok, but interesting to see what other institutions are offering

SALARY QUESTION: Is there a way to do this for quartiles of rankings? (data -> Nick)

SOLUTIONS?

- JMU blind recruitment process – pool was more diverse across the board
 - Amanda Morris: required to do fully blind or stages where the recruitment process is blind (VA)
 - Blind research proposals and teaching statement
 - First round reviews those 2 things
 - “We have 3 positions under 2 searches. For one search, we have 180 applicants. For the other, we have 100 applicants. The more open you can make the search area the bigger the pool.”
 - Book recommendation: ‘An Inclusive Academy’
 - Broad searches for specialties – i.e. pchemists with this exact experience and research
- What kinds of outreach are people doing?
 - ACS local sections, higher ed institutions,
 - If faculty give talks at someplace with a graduate program?
 - Chemjobber spreadsheets & twitter, especially to find post docs
 - LinkedIn
 - Nature of science jobs – they are so expensive - \$1000 for a monthly ad – what’s the return on investment? Where are they actually applying from?
- Marisela Mancia – Spelman – searches for TT faculty have been successful, apply different types of advertisement... harder to hire staff
 - Need to say if they are on campus flexible schedule, hybrid
 - Chemistry staff typically needs to be on campus... but after COVID, people are requesting hybrid work, so interesting to see how that turns out
 - Michelle: academics, probably need to interact with students, stock room, interactions, etc.
 - Support staff – fully staffed, adding position
 - Creating a position: laboratory educator – with some responsibility to teach a lab. Master’s level
- Support staff – Fairfield U – looking for 10-month position but received very few applications. Lab coordinator - Some requesting 6 figure salaries that the university just can’t pay.
 - Perhaps recent grads of their program?
 - Hiring people in the last year of the degree and want a job, and then basically slide into the position
 - Hook them early before they explore what else is available to them
- Faculty hiring challenges – from administrations – international candidates? Any issues?
 - Support visas for tenure track faculty but not visiting
 - One won’t support visa/green card at all
 - Needs to be a position for a minimum of 3 years

Is there anything you think ACS can do to support you?

- Section in our newsletter ?
- Grad student and postdoc society folks?
- PUIs have found the grad students need a postdoc, and that isn't always needed for a PUI position focused on mostly teaching and just a little bit of research
- "ABD" – all but dissertation applicants – helpful when Kerry was on the job search
 - For example PhD required, PostDoc preferred – it all depends on the school
 - P2F workshop – how to read an ad, how to know if you're qualified for a specific position

ADDITIONAL LINKS

- <https://diversifychemistry.com/graduate-entries/> - self identified diverse chemists
- <https://www.acs.org/education/educators/coursesworkshops/higher-ed-workshops.html>
- <https://pubs.acs.org/pb-assets/rampupsafety/index.html#> - RAMP Up Safety
- <https://www.acs.org/about/governance/committees/chemists-with-disabilities.html> - Teaching chemists with disabilities
- <https://sites.google.com/view/approval-program-data/periodic-report-data/faculty-salaries?authuser=0> salary data page
- <https://www.acs.org/get-experience/organizations.html> ACS Get Experience