

Survey Results (Recruitment & Retirement)

Employment Prospects Task Force Survey, February 2009

This document presents some summary results from the survey of recruitment and retirement sent to 68 departments in February 2009. The information herein is from a snapshot of the complete survey responses received by Monday, March 2. The response rate is 100%.

This summary reports projections of counts to the full population of departments in Groups I Public, I Private, II, III, M and B according to the standard groupings of the Annual Survey. The method used to calculate the projected counts from the sample counts is described in the Endnotes.

Response Rate

Survey Group	Number Sampled	Number of Responses	Proportion of Faculty Sampled
Group I Public	10	10	0.455
Group I Private	10	10	0.387
Group II	10	10	0.242
Group III	10	10	0.162
Group M	14	14	0.103
Group B	14	14	0.038
TOTAL	68	68	

Total Recruitment, Change from 2007-08 to 2008-09, Projected Counts

Survey question: Report the number of full-time positions requiring a doctorate you have tried to fill for the 2009-2010 academic year.

Survey Group	Number Reported in February 2009	Change in Number from 07-08 to 08-09	Percentage Change from 07-08 to 08-09
Group I Public	165	-4	-2.6%
Group I Private	90	-57	-38.6%
Group II	153	-83	-35.1%
Group III	74	-62	-45.5%
Group M	184	-252	-57.8%
Group B	367	-472	-56.3%
TOTAL	1034	-930	-47.3%
I+II+III	483	-206	-29.9%
I+II+III+M	667	-458	-40.7%

New Doc Recruitment, Change from 2007-08 to 2008-09, Projected Counts

Survey question: Report the number of positions reported in Question 1 that were (are) open to new doctoral recipients.

Survey Group	Number Reported in February 2009	Change in Number from 07-08 to 08-09	Percentage Change from 07-08 to 08-09
Group I Public	117	-33	-22.1%
Group I Private	39	-70	-64.3%
Group II	157	4	2.7%
Group III	74	-50	-40.0%
Group M	165	-39	-19.0%
Group B	367	-393	-51.7%
TOTAL	918	-580	-38.7%
I+II+III	387	-148	-27.7%
I+II+III+M	551	-187	-25.3%

Retirements Planned, Change from 2007-08 to 2008-09, Projected Counts

Survey question: For the period September 1, 2008 through August 31, 2009, how many full-time faculty have either retired or are expected to retire from full-time service?

Subsidiary question: Are you aware of any full-time faculty who planned to retire during the time period in Question 1 and who have decided to delay retirement? If "yes," how many?

Survey Group	Number Reported in February 2009	Change in Number from 07-08 to 08-09	Percentage Change from 07-08 to 08-09	# Delaying in Feb 09
Group I Public	29	-18	-38.1%	4
Group I Private	8	-3	-25.0%	3
Group II	21	-37	-64.3%	25
Group III	31	12	66.7%	0
Group M	87	10	12.5%	10
Group B	131	-79	-37.5%	105
TOTAL	306	-114	-27.1%	146
I+II+III	88	-45	-33.8%	32
I+II+III+M	175	-35	-16.8%	41

Free-form Comments from Respondents

Survey question: Please feel free to describe likely changes for your department in response to the anticipated downturn in employment for your Ph.D. candidates.

Survey Group I Public

We have not had any positions frozen yet, but we were asked to plan a scenario of having fewer courses, which may still result in fewer lecturer positions. We do not at this point anticipate an impact on research positions.

2 March 2009

A decrease in number of admitted grad students due to budgetary constraints. We expect them to have significantly harder times finding jobs, and some most postpone graduation for this reason.

Retirements and other departures coupled with a hiring freeze will leave some uncovered classes. We are hoping to use hire our unemployed recent PhDs to cover these classes in short term positions.

Not clear at this point. We may slightly decrease the size of the graduate program. We may support some graduate students an additional year - this is not decided yet. We do not have information about whether students are applying for academic vs. non-academic jobs.

Students will try to postpone PhD and increase times to graduation. Of course, this is counter to what we would normally want. We are employing recent PhD's in GTA positions.

The one non-tenure-track position we have is contingent on the availability of funding; it is not yet clear if we will have that funding. Funding for TA positions has been cut by 18% and may be cut further. We will increase class some sizes starting next fall (doubling calculus class size in particular), and may cut some classes. Faculty positions that become vacant during the next two years will, almost certainly, be eliminated.

The number of incoming TAs will be reduced.

Survey Group I Private

We do not currently envisage a reduction in admission of graduate students.

Zero-based growth until the economic climate changes.

This is an ongoing issue--most of our graduates (for 2009) seem to have received offers and accepted them at this point.

We used to hire some of our PhD candidates for visiting teaching positions if they couldn't find jobs elsewhere. We will not be able to do that anymore.

Survey Group II

None yet.

There appear to be few changes for this year. Perhaps a few students will delay graduation. Some effects of the recession will probably become fully visible only next year.

Over the past five years we have lost a net of 15 positions because of budget problems in the State of Florida. This severely handicaps our ability to meet both undergraduate and graduate responsibilities.

We may end up making use of our unemployed PhD graduates as part-time instructors--- we may well have a need at that level, and it is difficult to find qualified people. This is far from ideal, since they would be working very hard for very little money, but we don't have the resources to extend their graduate support for another year.

2 March 2009

Our college has an across-the-board cut in the TA budget - Mathematics will lose 7.5 TA's for 2009-2010.

The situation is still not determined. Deans are asked to have contingency plans for cuts up to 20%. Anything over 5% may eliminate all of our vacant positions for future hiring. I this point we just have to hope it is not near the worst-case scenario.

More students will choose to go to industry or national labs.

Survey Group III

I suspect we will have another hiring freeze next year.

None

Survey Group M

likely, but not certain, that our job search will be cancelled

We will slow the pace of replacement (3-5yr plan) and try to fill some vacancies` at senior levels.

At this stage, I feel no changes are forthcoming. This is because our class sizes were a bit high. If the enrollment drops much, then we will not hire as many adjunct instructors (not tenure-track) staff.

I expect fewer retirements over the next 5 years than otherwise, and so fewer positions for new ladder-rank faculty. Alas!

So far, no changes.

We were going to put in a request for a tenure-track position for the 2010-2011 year but are chances for such a position have diminished. We have a large percentage of older faculty who are near retirement. We are worried that when we ask for replacements in the future there will be pressure to have us use, at best, visiting positions and, at worst, more part-time instructors.

It turns out that we are not looking to hire a new faculty member this academic year. If a faculty were to resign or retire we would be able to search for a replacement, but we would not be allowed to search for a new position because of the economic situation.

One faculty member retired at the end of the 2007-2008. Our usual procedure is to hire a full-time temporary faculty member for the following academic year to cover the classes of the retired member while the hiring process is carried out. We advertised in various locations and reserved space at the Joint Math Meetings. We received more than a couple of hundred applications for the position. During the fall semester, we discovered that all hiring in our College of Arts and Sciences was put on hold. (They carefully avoided the phrase "hiring freeze.") We informed all of the applicants of the situation, canceled our reservation of an interview table at the JMM, and are hoping for the best. We are in the unusual situation of having no one in our department on sabbatical next year, so we should be able to cover our courses. We hope we can revisit our hiring beginning next summer and fall to hire for 2010-2011.

2 March 2009

None

Survey Group B

I have been told by several faculty that they are likely to delay retirement based on economic conditions, but they weren't planning to retire for another 2-3 years.

none at this time

Pay raises will be minimal if any; we will try to decrease the number of sections taught by increasing enrollment maximums; we will not submit plans for additional positions.

At this point in time, we have felt no impact. But that is not to say changes will not occur in the near future.

No anticipated changes.

Faculty who had planned to retire in 2011 or 2012 have changed their minds. Hiring-wise, are searches are running and almost complete, but worried about whether we will be able to hire next year.

Not yet really known. Our institution is highly tuition driven and so it remains to be seen how the downturn affects enrollment.

Reducing the number of available sections of classes Moving toward electronic delivery of instruction Cutting temporary positions Increasing faculty teaching loads

Possibly larger class sizes, so that we can make do with less faculty.

We probably won't be hiring for a few years. We almost lost two new faculty members due to lost budget. We are hopeful that we won't lose any in the next few years. After that, we will be looking to hire, budget permitting.

Delayed retirements are the biggest factor.

Endnotes

Projected Counts

Within a *Survey Group*, the ratio between a projected count reported herein and the corresponding actual count for the sample is equal to the ratio within that *Survey Group* of the *Total Doctoral Faculty* (2007TDF) for that group in 2007 to the Total Doctoral Faculty In The Sampled Departments (2007TDFS) for that group in 2007.

The 2007 data are used for TDF because the analysis of the 2008 Annual Survey is still in progress.

Within Group---

$$\text{Projected Count} = (\text{Sample Count}) \times (2007\text{TDF} \div 2007\text{TDFS})$$

There is a variation to this rule for the Group M and Group B analysis. 2008TDFS replaces 2007TDFS because the 2008 data are complete and the 2007 data are not.

Participating Departments

Group I Public

- University of California, Los Angeles
- University of California, San Diego
- University of Illinois at Chicago
- Purdue University
- University of Michigan
- City University of New York, Graduate Center
- Ohio State University, Columbus
- Pennsylvania State University
- University of Washington
- University of Wisconsin

Group I Private

- California Institute of Technology
- Northwestern University
- Harvard University
- Washington University
- Princeton University
- Columbia University
- Cornell University
- Rensselaer Polytechnic Institute

2 March 2009

Carnegie Mellon University

Brown University

Group II

Arizona State University

University of California, Davis

University of Florida

University of Georgia

University of Iowa

University of Kentucky

Louisiana State University, Baton Rouge

North Carolina State University, Raleigh

University of Pittsburgh, Pittsburgh

Texas A&M University

Group III

University of Alabama

University of South Florida

University of Kansas

University of Louisiana

University of Maryland, Baltimore County

University of Mississippi

Montana State University

New Jersey Institute of Technology

Bowling Green State University

University of Memphis

Group M

Florida International University

Georgia State University

Western Illinois University

Ball State University

Western Kentucky University

Boston College

University of Dayton

John Carroll University

Wright State University

2 March 2009

University of Tulsa
Millersville University
Villanova University
University of Texas-Pan American
Hampton University

Group B

Loyola Marymount University
Bradley University
University of Southern Indiana
Northern Kentucky University
Williams College
Grand Valley State University
St. Olaf College
Truman State University
Lafayette College
Providence College
Weber State University
University of Richmond
Gonzaga University
University of Wisconsin-Eau Claire