Psychology academic life and job market: Collaborative guide

Link to this manuscript: https://mgto.org/academicjobmarket

Developed by Gilad Feldman (giladfel@gmail.com) at University of Hong Kong psychology department.

Collaborators and roles

Contributions

Confirmed contributors:

The initial team following <enter meeting/email name/details here>:

- Known Collaborator name, affiliation, email, twitter handle (@), website.
  - Section coordinator: <choose one>
  - Section contributor:
- Known Collaborator name, affiliation, email, twitter handle (@), website.
  - Section coordinator: <choose one>
  - Section contributor:

Invited contributors (need to accept):
- Known Collaborator name, affiliation, email, twitter handle (@), website.
  - Section coordinator: <choose one>
  - Section contributor:
- Known Collaborator name, affiliation, email, twitter handle (@), website.
  - Section coordinator: <choose one>
  - Section contributor:

New contributors (need to be added with edit share):
- NEW CONTRIBUTOR? ADD YOUR NAME AND DETAILS HERE
  - Section coordinator: <choose one>
  - Section contributor:
- NEW CONTRIBUTOR? ADD YOUR NAME AND DETAILS HERE
  - Section coordinator: <choose one>
  - Section contributor:
- NEW CONTRIBUTOR? ADD YOUR NAME AND DETAILS HERE
  - Section coordinator: <choose one>
  - Section contributor:

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General advice to students

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Collection of tips

[Psychology Resources for Post-Baccalaureate Jobs, Graduate School, and Career Planning](#) | Sam Pratt

[PsychResearchList](#)

[ECRdatabase](#) A free and comprehensive ECR based resource list for all to use. This database comprises of links to tools and websites for students as well as graduates and professionals to use.

Applying for graduate school/PhD

- [Graduate School Resource Lists. | Useful resources for applying to graduate programs](#)
- [Mitch's Uncensored Advice for Applying to Graduate School in Clinical Psychology](#)
- [Graduate School Application Resources](#)
- [Oktar grad application guide](#)
- [Kate Nuss resources and advice](#)
- [PRO-TiP](#)
- [Zaki graduate application guide](#)
- [Sokol-Hessner lab: How Applying to Graduate School Works](#)
- [Postdoc & Graduate Student Resources](#)
- [List of MA programs in psych that provide strong stats and methods prep](#) (Twitter thread)
- [Applying to Social Psych PhDs*as an International student:An informal, subjective guide.Arathy Puthillam and Haniya Rumaney†August 10, 2022](#)
- [Abubakar Abid Statement of Purpose PhD (MIT Biomedical Program)](#)
- [Guide to Business PhD applications](#)
- [List of resources on Twitter by Maximilian Scheuplein](#)
- [Advice for Phd Students in Economics](#)
- [Científico Latino Writing Center](#)
- [Resumes & Cover Letters for PhD Students](#)

- [“So, you're applying for a PhD in Psychology… Loosely organized tips from one subjective source”](#) | Jamil Zaki, Stanford University, August 2021
- [All About PhD Applications](#) | lucy lai neuroscientist & educator (Second Edition, Updated July 2022)
- [Independent Academic Fellowships](#)

Funding / Grad student salaries

- [Funding Opportunities for International Graduate Students in Psychology](#)
- [How much students earn (and owe) at every graduate school in the US](#)
- [Scholarship Database](#) ([tweet with info](#))
- [ECR Funding Opportunities | Eurodoc](#)

Reasons for leaving:

"[20 tenured professors told me why they left academia for industry](#)" (thread on X)

Emailing professors for information

- [Cold email guidelines and Sample letter from Michigan Technological University](#)
- [Advice for finding a supervisor and cold emailing](#)
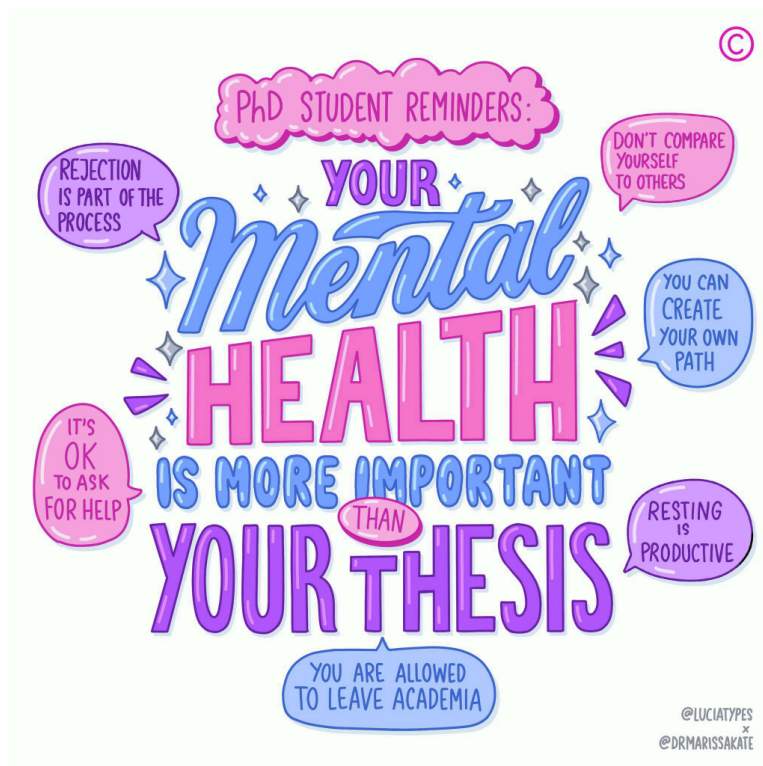
Tools

Creating a Phd/ thesis schedule: [My PhD journey in a Gantt chart incl. Open Science practices](#)
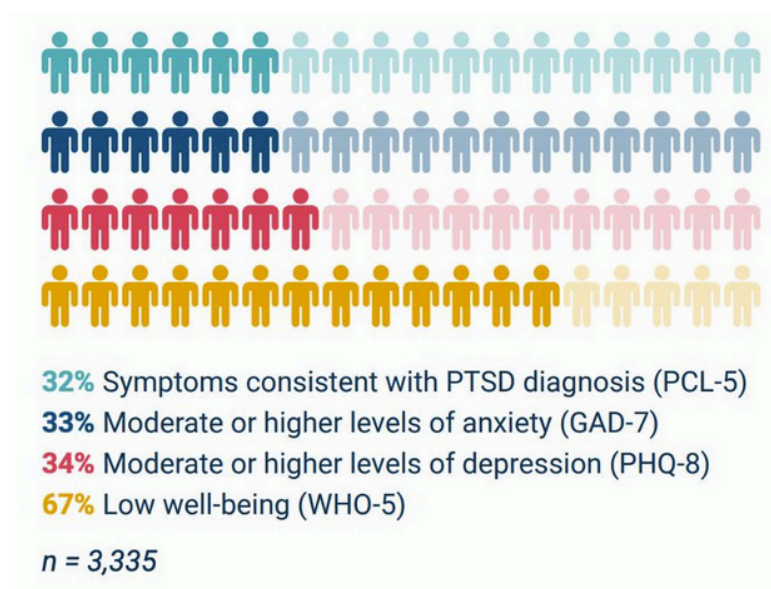
Create a Google Scholar profile

Video: [Make A Google Scholar Profile In Under 3 Minutes!](#) | Nick Byrd

Work-life balance and taking things in perspective

Reminder to all students and academics:

NSF survey stats (from TwitterX thread):

32% Symptoms consistent with PTSD diagnosis (PCL-5)
33% Moderate or higher levels of anxiety (GAD-7)
34% Moderate or higher levels of depression (PHQ-8)
67% Low well-being (WHO-5)

n = 3,335

Postdoc related

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Advice

[Rock the Postdoc Workshop SRCD 2019](#)

Applying for academic positions

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Psychology job portals

General psychology

- [Psychology job market Google Sheet](#)
- [APS employment network](#)
- [PsycJobWiki](#)
- [New Psych Job Wiki](#)
- [ResearchGate](#)
- [APA's PsycCareers](#)
- [AcademicKeys](#)
- [HigherEd Jobs](#)
- [Nature jobs](#)
- [AcademicJobsOnline](#)
- [MyScience](#)
- [Mendeley jobs](#)
- [Linkedin psychology](#)
- [Chronicle](#)
- [Scholarship.db](#)
- [Europa EURAXESS](#) (Europe)
- [Academic Transfer](#) (Dutch)
- [Jobs.ac.uk](#) (UK)
- [THE psychology](#)
- [Germany/Austria jobs](#)
- [Akadeus](#) (Europe)
- [Academicpositions.eu-psychology](#)
- [Psychoneuroxy](#) (Europe)
- [Glassdoor](#)
- [nViewsCareer](#) (Northern Europe)

Social psychology/personality

(search pattern should hopefully already be in the link)

- [SPSP employment posts](#)
- [Social Psychology network job forums](#)
- [DMEP](#) (Israel)

- [EASP](#)

Cognitive Psychology

- [ESCOP cognitive psychology](#)

Political Sciences

[Politicalsciencejobs.org](#)

See [list here](#)

Salary and salary negotiation

- [U.S. Psychology Professor Starting Salary Transparency - Public](#)
- Europe salaries ([Tweet](#) / [website](#)
- [Negotiate A Higher Starting Salary With These 5 Email Templates](#)
- [academic salary negotiation Twitter thread](#)
- [Negotiating job offers, Tenure-Track Start-Up Packages](#) (article)
- [How much have I been paid in academic (or ac-adjacent) jobs?](#)
- Tools for calculating taxes and cost of living for cities ([thread](#))
- [Erin Westgate's twitter thread](#)
- [2022 Economics Professors Salaries](#)

Resources

- [Resources for Applying to Post-Graduate Research Positions in Psychology](#)
- [Postdoctoral and Job Search Resources](#)
- Great intro presentation - [2017 demystifying the academic job market](#)
- Some generally useful advice from [GAVIN BUCKINGHAM](#) / [templates](#)
- [job hunting tips](#)
- [Cover Letter for a job](#)
- [interview experiences and salaries](#)
- Average salaries according to the [HigherEdJobs survey](#) | [APA](#)
- [Good Q&A tips](#)
- [Job Market Resources](#)
- [Academic job hunting: resources and advice | Dimitar Kostadinov](#)
- [Job search resources (SPSP2020)](#)
- [Potential (Phone) Interview Questions](#)
- [Job talk advice | Jon M Jachimowicz](#)
- [Job Market Resources | Pine lab](#)

- [What do the people who teach college get paid? September 5, 2019](#)
- [Job Market Resources | Pine lab](#)
- [Anna A. Meier](#)
- [AiApply: Elevate your job search with AI.](#)
- [Graduate school diversity and personal statement examples](#)
- [NAVIGATING THE ACADEMIC JOB MARKET](#) | KEVIN WONG
- Fernandes, J. D., Sarabipour, S., Smith, C. T., Niemi, N. M., Jadavji, N. M., Kozik, A. J., ...Haage, A. (2020). Research Culture: A survey-based analysis of the academic job market. eLife. doi: 10.7554/eLife.54097 https://doi.org/10.7554/eLife.54097
-

Tips:

1. [If asked "Do you have any questions?"](#) answer "If you hire me today, how will you know in a year's time that I was the right fit?"
2. [The Academic Imperfectionist | #46: How to ace job interviews](#)
3. [Demystifying the job market](#), slides by Jay Van Bavel
4. [Academic Jobs in the US vs. the UK: sharing information, building solidarity](#) | Anna Meier (video)
5. [Mental Health and the Job Market](#) | Anna A. Meier, Adnan Rasool, & Annelise Russell
6. [Faculty job searches – my own experience & some advice](#) | Teresa Lee, Assistant Professor at UMass Lowell
7. [Preparing for the Faculty Job Market 2024](#) Slides via Laurel Gabard-Durnam
8. [I went on the academic job market for 5 years.](#) | Kaidi Wu, Ph.D.

Structured interview questions

1. You just completed a trial lecture on motivation for an undergraduate-level class. How would you teach the same topic to a Masters level course?
2. What do you think of academic conferences and what is your experience of conferences?
3. What do you think would be the biggest concern for our field in 20 years' time (both in terms of research and our jobs as academics in the university)?
4. What was one difficult experience (with an example) in the collaboration, peer-review process, and department and you resolved it.

People sharing their materials:

1. Psychology
   1. [Jessie Sun](#)
   2. [Erin Westgate](#)
   3. [Jin Goh](#)
   4. [Prof. Mason Garrison](#) / [OSF](#)
   5. [Dr. Hannah Schacter](#)
   6. [Kim Chaney](#)
   7. [David Menendez](#)
   8. [Kiera TJ Hudson](#)
   9. [Nils Karl Reimer](#)
2. Economics
   1. [Kelsi G. Hobbs](#)
   2. [Claes Bäckman](#)
3. Sociology
   1. [Catherine Tan](#)

People sharing their experiences:

[*Long Thread on my Academic Job Market Experience* | Jeff Lees](#)

Impressions

[Brandon Ng thread](#) (Gilad: I agree)

General tips for getting ready for job market applications

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Creating a scholarly website

[How to make a personal academic website for free using R and the blogdown package | Dan Quintana](#)

Creating a CV

[Harvard guide](#)

Services and websites

[Academiclink](#)

Tracking the Job market

Craig, S., Ames, M., Tackaberry-Giddens, L., & Racine, N. (2024, July 3). From it's "It's Hell Out There" to being one of the "Lucky Ones": The Trends and Tales of the Canadian Psychology Academic Job Market from 2012-2022. https://doi.org/10.31234/osf.io/ft3rq

Applying for industry jobs

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

- [So You're an Academic Who Wants to Make the Shift to UX Research | Medium](#)
- [FAQ for academic social scientists interested in tech](#)
- [Careers in Industry Panel](#) | Careers in Industry Panel from the 2021 CloudResearch Innovations in Online Research Conference
- [Ph.D. in Psychology to a Career in UX Research_Bradley Pan-Weisz](#)
- [From academia to industry: a story and practical guide (guest post by Dr Sonia Ponzo)](#)
- [Book | Feb 2024 | Academia and the World Beyond, Volume 2 - A PhD Is Not a Commitment to Academia](#)
  - Summary article: Madan, C. R. (2024). "What will you do after?": Lessons from Academia and the World Beyond. Quarterly Journal of Experimental Psychology, 17470218241236144. doi: 10.1177/17470218241236144 https://doi.org/10.1177/17470218241236144
  - [More information about the interview topics from the book series](#)

Tenure track/preparation

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

- [Twitter advice thread](#)
- [Tenure Tracker tracker template](#)
- [Tenure and promotion letter resources](#)
- [A short list of reflections/lessons/advice after starting as an assistant professor](#)
- [advice for incoming faculty members? X thread](#)
- [New PI Resources](#) | Pine lab

Giving talks

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Some thoughts on talks: [PDF](#) / [Github](#)

"Ten Simple Rules for Making Good Oral Presentations": Sura, S. A., Smith, L. L., Ambrose, M. R., Amorim, C. E. G., Beichman, A. C., Gomez, A. C. R., ...Lloyd-Smith, J. O. (2019). Ten simple rules for giving an effective academic job talk. PLOS Computational Biology, 15(7), e1007163. doi: 10.1371/journal.pcbi.1007163
https://doi.org/10.1371/journal.pcbi.1007163

Time management and handling email

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Readings:

Setting a permanent away message ([TwitterX thread](#))

[Time and workload management for academics](#)

Sabbaticals

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Requesting/planning a sabbatical

[Lindsey Cormack](#)

Building a lab

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Hiring RAs

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

"[Doing RA interviews next week-- What are some of your favorite questions to ask potential research assistants?](#)" Tweet thread

Lab book

Guidelines

[sam @mehr.nz summarizing 25 lab books](#):

> MISSION STATEMENT.
>
> research goals; philosophy of how the lab works; chronological and academic history of the lab; ideas about future projects; why we do what we do
>
> ROLES & EXPECTATIONS.
>
> who's who and what they do all day, including the PI; expectations of everybody from everyone else's perspective
>
> OPEN SCIENCE.
>
> why and how the lab deals with sharing data, code, materials; how the lab does version control; how to do this stuff with lab collaborators
>
> COMMUNICATION.

how people in the lab talk to each other; things like "always use Slack", "phone calls are only for emergencies"; how long to wait before nudging the PI on something you need; how meetings with PI work and what to prepare for them; check-ins/stand-ups/huddles

LOGISTICS.

when and for how long people work; policy on remote work; vacation; where the lab is located and how to get there (especially how to tell *others* how to get there); how to book a conference room; what to do if you get locked out

INTERNAL RESOURCES.

these are usually a long list of things people in the lab need access to: servers, software packages, commonly used web tools, shared credentials, room keys and other physical resources, etc

EXTERNAL RESOURCES.

how to get a library card; which building has the best photocopier; useful websites and tutorials, etc

ONBOARDING.

master list of everything that new lab members need to deal with when starting out, including credentials, software, hardware, keys, university ID, etc

RECURRING EVENTS.

logistics and structure of lab meetings, departmental seminars, etc; daily and weekly task lists (differing by lab roles)

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DAY-TO-DAY. dress code & hygiene; can you bring your dog to the lab; person X has a peanut allergy so please pack your lunch carefully; health stuff; work-life balance

BEHAVIOR.

official code of conduct; policies on scientific integrity, sexual harassment, discrimination; lab culture stuff "the kind of lab we are trying to be" and "things about our lab students like/dislike"; what to do if you have a problem; university-level information

ETHICS AND SAFETY.

irb procedures; safety procedures; what to do when something goes wrong; what to do/who to call in an emergency

ENGAGEMENT.

how lab website and social media work; expectations surrounding public outreach, including from official lab accounts; social media policy for personal accounts; protocol for recruiting participants in the community; being a good departmental citizen

HOW TO RUN EXPERIMENTS.

detailed instructions for doing research; some labs do this for all experiments separately while others have a general set of instructions like "how you should interact with participants"; how to compensate participants

DATA ANALYSIS.

how the lab does analyses; expectations concerning how code is written, version controlled, and archived; how to handle data protection and security. this one overlaps with OPEN SCIENCE quite a bit

PUBLICATIONS.

how the lab deals with authorship, including the differences between listing in acknowledgments & co-authors; checklist of everything to do before a paper is published; policies on preprints, postprints, and open access; preferences about journals

CONFERENCES.

how to give a talk; which conferences do lab members usually attend and why; technology considerations surrounding visualizations; data considerations for work-in-progress; discussion of #betterposter or #worseposter, etc

MONEY.

what grants pay for the lab and why; what the lab will and won't pay for, usually (differs by roles); what grants people could/should apply for; what to expect for conference expenses, computers, etc

OFFBOARDING.

what to do when you leave the lab; making sure all data & materials are archived properly; transferring credentials; how to stay in touch (what happens to your Slack account)

MENTORSHIP AND DEVELOPMENT.

how to choose a project; how to get feedback from others on new ideas; how to initiate collaborations inside/outside the lab; doing a thesis/dissertation; professional development at university level; rec letters

WHAT TO DO IF YOU NEED HELP.

how to get support from inside or outside the lab; schedule of routine training for new members; things that bear repeating like "always ask questions!"; how to make mistakes productively

READING LIST.

a list of papers, blog posts, and news articles that all students and lab members should read

Examples

- [sam @mehr.nz summarizing 25 lab books](#):
- https://github.com/alylab/labmanual
- https://github.com/WhitakerLab/Onboarding
- http://www.sexchrlab.org/lab#/expectations
- https://hawksites.newpaltz.edu/glenngeher/new-paltz-evolutionary-psychology-lab-member-orientation-page/
- https://tyelab.org/
- https://osf.io/kgd9b/wiki/home/
- http://jonathanpeelle.net/blog/2016/01/07/maintaining-a-lab-manual
- https://ccmorey.github.io/labHandbook/
- https://docs.google.com/document/d/1phmA17c_hkAfLZN1yMXtFlCYlEqXEc8izEQsfoqgdTY/edit
- [Stanford Social Neuroscience Laboratory Values, Norms, and Code of Conduct 2023-2024](#)
- [HINL](#)
- [Pat Savage Lab Manual](#)
- [The key to a happy lab life is in the manual | Mariam Aly](#)
- [How to... write a lab handbook | Royal Society of Biology](#)

Handling requests for reference letters

[PennState - Letter of Recommendation Request | Guidelines for Undergraduates/Research Assistants](#)

Applying for grants

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

<u>Readings</u>

Araj, H., Worth, L., & Yeung, D. T. (2024). Elements of successful NIH grant applications. Proceedings of the National Academy of Sciences, 121(15), e2315735121. doi: 10.1073/pnas.2315735121
https://doi.org/10.1073/pnas.2315735121

Open-science departments/statements

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Dougherty, M. R., Carter, C., McKiernan, E., & Tananbaum, G. (2024, February 21). Toolkit for Aligning Incentives 1.0. https://doi.org/10.31219/osf.io/8x4e9

Schönbrodt, F. D., Schramm, L. F. F., Etzel, F. T., Bergmann, C., Mellor, D. T., Schettino, A., ... Prüm, G. (2024, March 14). Academic job offers that mentioned open science. https://doi.org/10.17605/OSF.IO/7JBNT

DORE | ReformScape

NOR-CAM – A toolbox for recognition and rewards in academic careers

Harrasment / Intimidation

Section coordinator: <enter name here>

Section contributors: <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ; <enter name here: what did you contribute?> ;

Websites

https://researchersupport.org/ | Toolkit for Institutions

Readings

== Resources to add in the next iteration ==

(if you can't find a relevant section)

Enter resources here:

[Resources for all Academic Stages | Pine lab](#)