

Long Form Responses

1. Fuck academia - I almost never swear, but seriously, fuck academic. Bunch of stuck up pricks!
2. Searching for an academic job has been among the most frustrating and deeply depressing experiences of my life. I question my self worth constantly and never stop worrying that I have wasted my life. I had no idea that it would be like this. The actual experience of interviewing has been dispiriting. I feel like there is no way to be honest and be what search committees want. I find some of them to be insulting. One panel, during my 2018 - 2019 search, actually laughed at my research. I sometimes wonder why I bother. I loved and still love science, but I had no idea what a torment this would be. I feel wholly unprepared even now. I was never warned. I have not really felt happy once since I started my job search.
3. I was pregnant during the entirety of my application and interview stages. This definitely had an impact on regional limitations I set for applications. I also disclosed my pregnancy so that I could get accommodations for an on site interview to be off site during the COVID19 shutdown. This job did not outright reject me but said they could not extend an offer due to hiring freezes.
4. Potential oncampus interviews late in the cycle were indefinitely postponed.
5. out of my 3 offers, 2 were temporarily frozen/rescinded and then reappeared after additional levels of approval. I chose the 1 that was never rescinded.
6. Na
7. Strong publication record and K99 are not "golden tickets" to academic positions. My lack of success on my first round of academic job hunting was humbling. I would have gone for a second round (and probably had better success) but covid-19 has interrupted my hope for an academic job. I recently accepted a leadership role in an industry job to continue my professional development rather than "waiting this out."
8. There are not many resources or hiring initiatives for veterans applying for faculty positions
9. It has been a very long process which started around September 2019. Now it is May 2020, I still have one place that could not make a decision due to COVID. I think the brutal job market became even more unpredictable and though with COVID.
10. I consider the process I went through to have been a valuable training exercise. I now have a more firm vision of how I fit into my field and what a future faculty position could look like, as well as options available to me.
11. very stressful, lack of communication

12. My experience has driven me to look for jobs outside of the tenure-track/traditional academic market
13. I really had to be proactive in this process. There wasn't any formal support at my institution so I organized my own workshop series on how to apply for faculty positions. Without that, I would not have been successful.
14. I applied with no postdoc papers from my new lab
15. I felt that I had a very successful interview season and have ended up with no viable job offers. My one open offer is unavailable due to COVID19. I am taking a hiatus from applying to jobs because I am feeling burnt out from the 2019-2020 job cycle and I am unsure if there will be many opportunities for the upcoming cycle.
16. It is an extremely grueling process both physically and psychologically - by design. I wasn't prepared for how much I would be judged as a person as well as a scientist.
17. Focusing on applying for academic positions this cycle has likely ruined my career in academic science. I have been unable to complete new research due to the interview/application process and now COVID-19. My supervisor has used this as an excuse not to renew my contract in July. Most Universities have issued hiring freezes starting now through next year. This leaves me unemployed with no academic job opportunities for next cycle.
18. I only applied to one position that was close to my husband and my current location – It wasn't a full-blown job search. I'd actually prefer to stay as a postdoc for several more years because I am switching fields.
19. The process of simultaneously building and eroding my confidence throughout has been surprising and remarkable. My imposter syndrome has never been worse.
20. I felt the priorities the job market enforces (number of publications, tier of journal) does not reflect the actual tools required for successfully running a lab.
21. Academia is a literal pyramid scheme
22. Visa issue for foreign postdoc -> total dependence to PI and institution, easy leading to abusive relationships
23. The NIH IRACDA program at my home institution was TREMENDOUSLY helpful in preparing me for this process.
24. The job search is far from transparent and the lack of communication with institutions is a problem. I was asked for an on campus interview 6 weeks after an initial interview, after accepting another offer. Other applications went without any communication at all.
25. Variable timing of schools (non-R1s go earlier), difficulty understanding non-R1 careers (how much research is actually done/valued at R2, R3, SLACs)

26. Half of the searches were frozen due to COVID19 before offers were made. This impacted the number of offers received and my final choice. As a URM, I faced several macro and micro aggressions throughout the search in different institutions: from having to show my immigration papers to a security guard inside the university to being asked by a senior PI the reason why I wanted to stay in the US. As a woman, I also received illegal questions about my marital status during the search and I was invited for drinks inside the office of a faculty member after my interview.
27. I was also a 'runner-up' at 3 institutions but the covid situation created a rush to accept a position due to hiring freezes. I am also waiting on the notice of award for a K99 which was scored very highly but has been delayed due to covid.
28. I, and most of my peers, feel obtaining a Ph.D. was ultimately a poor decision. There are no jobs because baby-boomers are not retiring and budgets are shrinking. Nearly all non-academic positions desire MS degrees. Institution declarations of supporting diversity are not grounded in tangible actions and behaviors. Institutions still seek to advance individuals from privileged backgrounds.
29. I haven't decided whether or not to accept my offer yet, but feel that the anticipated effects of COVID on next year's job market will influence my decision
30. The pandemic has been a major factor in weakening my commitment. There are no jobs. The other major factor is racism.
31. Covid added so much uncertainty, I received an offer mid-February, and it is still being debated now, so I have no idea what is going to happen. I am supposed to teach an online class this summer starting June 8, and then full-time TT in the fall, but it is all up in the air. Which means a move across the country is on hold.
32. The tenure track assistant professor position I applied for was no longer available once the pandemic hit. I received an email that the job search was cancelled indefinitely.
33. N/A
34. Hiring freezes disrupted the offer process where I had an on campus interview
35. Yes. Two things: I find the "good people get jobs" ideology to be totally toxic. So, under question one above, I am "neutral" because all the adequate preparation I received was poisoned by the discomfort (at best) with which my advisors and mentors acknowledged the reality of the market. Second, I find the lack of actual feedback from job interviews and campus visits to be a serious impediment to improvement. How can you work on your job market prep in any rigorous way if you have to guess what went wrong?
36. I am unemployed (no postdoc, no vap, no adjuncting). I am on medicaid and foodstamps. This should be a selection on current employment status

37. I think each field is different. In my field, educational psychology, I have many employment opportunities. As such, it's more of a job seeker market in my field.
38. My age - completing a PhD in my 50s after a great deal of experience in my field (the arts) has been an impediment
39. There didn't seem to be a place to record jobs that are still pending later due to COVID. I still have two that are still in the process with communication of a future on-site visit.
40. I'm gonna try again next year but not as hard. It took so much time this year. Next year I'll be more selective. I wish I had spent less time on it this year and more time on writing (or tbh, fun!). I felt well prepared in terms of my written materials but not in terms of interview prep and I do not feel I had enough support for that.
41. I suffered crushing depression during the entire job market process and just as I was emerging (without a job) but beginning to rebuild a sense of myself and commitment to try again next year, the COVID-19 crisis hit and imploded higher education (and the job market with it). I feel that any chance of a career in higher education has been lost.
42. The most recent position I applied for was frozen due to Covid-19 and is not expected to be filled at this point.
43. the process is very exclusionary in terms of cost, time commitment, and the types of activities you are apparently judged upon
44. The PUI job market that I participated in was largely a fall search (I submitted apps in Sept/Oct, had remote interviews in Oct/Nov/Dec, on campus interviews in Nov/Dec, and job offers + decision made by late Dec), so I think somewhat unaffected by COVID. Most PUIs seemed to operate their searches on the same fall only timeline, though frustratingly there were a few that were delayed by a 1-2 months that I had to eventually decline/withdraw my app from because I had to make a decision to accept an offer in Dec.
45. Due to the response to COVID-19 by universities regarding faculty positions and jobs, my ability to remain in my research position and publish, I no longer intend to try for an academic position. If I stayed in the search and won one, it would not be good enough for me.
46. I interviewed with three institutions prior to the COVID-19 outbreak. Luckily, nothing was cancelled for me. However, the position that I was most interested in was advertised as a tenure track position. I phone-interviewed and did well, but just before they began the in-person interview, the position was downgraded to a non-tenure track position. I regretfully had to reject that job offer. Again, this was all prior to the pandemic. So some departments were being tightly squeezed even before the fallout from the outbreak.
47. Applying for a job in academia is a job unto itself. Mentors/supervisors, especially more senior ones, may not see how the playing field has changed drastically since they

went on the market (if they didn't just ascend to the next job without applying), and if they do see it, they may not understand how to help the next generation deal with the new challenges they face today.

48. I have applied for nearly 400 jobs over 4-5 years. In my field, jobs go to elite candidates with a few publications over someone who is well-published. I regret getting a PhD. I feel I will always be a second class citizen because I went to an unranked program. Academia is a caste system.
49. These questions don't capture the effort that went into applications and interviews for searches that were eventually frozen or cancelled due to the pandemic.
50. I am appalled by the hiring process. I was a finalist for four positions over the past two years. One committee filled a position with a candidate who has less experience but whose research is only vaguely related to the history of the institution's location. In other words, the search committee did not select the most qualified candidate. Instead, they chose a person whose research is somewhat related to the history of the area where the college is located. I do not think that candidates should have to submit teaching portfolios, diversity statements, or syllabi to secure an interview. The search committee should be able to discern if a candidate is a strong fit from the letter, CV, and the initial interview. Asking candidates to submit additional documents is cruel because of the amount of free labor that the practice requires. I am also against asking candidates to submit teaching evaluations as proof of teaching effectiveness. It indicates that the search committee is completely and deliberately ignorant of the studies that prove that students discriminate against women, people of color, and non-cis instructors. Finally, campus interviews are exhausting, time-consuming, and difficult for people with mental illnesses or other health problems. These interviews should be shortened to less than a day with no meals. The committee is selecting a college to do a job. They are not searching for a soul mate or trying to adopt a new family member. Academics need to learn how to separate their home life from their business life.
51. I graduated in 2012 and still apply when I think I have exact qualifications they are looking for, but gave up after yr 3 for active search
52. Exhaustion
53. While I did not receive an official offer, I am in negotiations that were delayed due to the current situation, this might be reflected in some of my answers
54. I still have one "off-site visit" scheduled (UMN), so my fingers are crossed. I've had more success this year than in any of my previous cycles, so I feel very close to the goal. However, the long road to this point has been psychologically excruciating and unconscionably wasteful of my time on this planet.
55. There was little to no feedback from the vast majority of places where I submitted applications.

56. Still waiting for hiring decision
57. I did not realize that universities are run like businesses these days and there is such a huge pay gap between different disciplines. Also the preferential treatment to top school graduates by top school faculty is ridiculous; If one is coming from a medium/low ranked school in your discipline, one has almost zero chance of making it to a top ranked school even with the required qualifications.
58. If the job market has taught me anything it is that hiring choices are mercurial.
59. As it is currently practiced, the academic job market is not sustainable.
60. the dual body problem with my partner, who is a postdoc in a related field at the same seniority level has been an additional burden
61. I was going to say that the h-index of the mentors and institution where the applicant is enrolled or got their Ph.D. from and their citizenship status
62. The questions are biased towards STEM and missing answer choices. For example, I have two solo-authored publications and zero co-authored papers; first/last author is meaningless in my field. Also, your questions assume the respondent is employed in some capacity; I'm not a grad student (I recently defended) but I'm unemployed (so not a postdoc, faculty etc).
63. the discouraging part of the search was getting verbal offers that were rescinded 1 or 2 weeks later. Also, the only remaining soft offer has been difficult and slow to negotiate details and get the written offer letter.
64. I am largely perusing grant funding to support being a research associate right now.
65. I have decided to no longer pursue jobs in the academic market in the near future. May re-evaluate in the next 5-10 years.
66. I feel lost and frustrated.
67. The difficulty of producing job market materials and customizing them to each school makes it difficult to do any other work while applying. Which, of course, makes you less likely to get a job the next year.
68. Disability status on the job market
69. I got lucky. Standard application documents are terrible for assessing candidates. Let us know when we're out of the realistic running.
70. My case is more complicated. I'm a history PhD who got an MLIS and is applying to academic archivist and librarian positions at schools where the archivists are part of the faculty association. My PhD supervisor is interested and engaged, but of limited help.

71. This sounds selfish, but I know that I deserve a tenure track job because I am an excellent scholar, an inspiring and organized educator, and I stay very active on campus. Despite everything I've done, I have failed to secure a tenure-track line. This has been heart-wrenching. I have let myself down because being an academic means everything to me. This job is my life, and even though I'm prolific and throwing myself behind my professional calling, my work isn't getting noticed (enough) by hiring committees. While my resolve for my research is amaranthine, I've struggled with suicidal thoughts this academic year because I applied for several appointments in which I knew I would thrive, but the rejections kept coming.
72. I am european and did both postdoc and PhD in europe but wanted to move to the US, both because I am excited about the research and because my partner who is american. Out of the many job applications I sent (>50), I only had 1 remote and no onsite, whereas I have had 2 remotes on 2 onsite at top european instutions. Looking at the people who received interview offers and formal offers, it does seem like the US job market is very self centered (Harvard will interview people from Rockefeller and UCSF and vice versa) and not at all transparent. Also some of these places actually reached out to me to ask me to apply (Yale and Harvard) and I did not even get a remote interview!
73. Despite what was initially a very successful application process (many off- and on-site interviews), I only received verbal or written offers at places that were not a good fit for me or my family. I had mentally prepared for not getting interviews but I had not prepared for the possibility that I wouldn't feel comfortable taking a position once it was offered and that had the largest affect on my mental health and my personal relationships.
74. The constant drumbeat of anti-white and anti-male sentiments, expressed particularly on social media, are unbelievably hurtful to people like me who are just trying to get by find some job stability.
75. Why require SO MUCH work like actual letters if by the first paragraph of one's cover letter Search Committee knows what they're looking for? Ridiculous waste of time for all letter writers.
76. I expected my advisor to be the primary source of information/aid, that was not the case. My advisor had never heard of "diversity statements" even though it's required for newly hired faculty in our department.
77. I adjusted my immigration status from F1 visa to permanent resident before entering the job market. The schools where I received offers did not ask about my immigration status until AFTER the offer had been extended. Even though I didn't need visa sponsorship, both schools stated their willingness to sponsor a work visa if I needed one.
78. I am in a postdoctoral fellowship program specifically to help postdocs get teaching experience and help get a faculty position

79. There is a clear lack of transcultural or global recommendations for the academic job market. I'm a US citizen living and currently working abroad. The process and the required materials for an academic job in my current country are similar, but not the same to the process and materials found most often in the U.S. This meant that, in some cases, I was discouraged from even applying or inquiring about a position because I didn't have all of the materials requested by the hiring university/college. I ended up with a temporary contract in my current country in part because I didn't feel that I could make a strong enough case for myself by US standards. While it would require substantial "buy-in" from a variety of educational systems, I do think there is value to at least exploring some kind of basic or common job application for folks moving between countries.
80. being in a dual career partnership has been very difficult in finding suitable opportunities; also, time spent living in the US was very difficult for job search
81. Losing all sense of hope and will. No job in my area. It was a mistake to do my PhD
82. My job offer was modified due to hiring constraints caused by COVID19. Though I applied for (and would have received) a tenure-track offer, it was modified to a VAP until the freeze is lifted at my institution.
83. Was selected by a search committee for a TT position, then the search was cancelled due to COVID related financial issues
84. The process of applying for faculty positions has made me reconsider whether I want to get this job which will require me to advise someone in a similar position as me (postdoc on the market) in the future.
85. The Canadian research job market compared to other nations is weak. The poor options from career progress, terrible wage, lack of job security, and ability to only hold a fellowship for 5 years all contribute to the crumbling of our research field.
86. I was the only candidate asked for an on-campus interview for my search. My on campus interview, scheduled for the end of March, was delayed due to COVID-19 concerns. It was rescheduled as a Zoom-based campus interview for a month later only to be postponed again due a university hiring freeze (position not exempted by Provost) but I was assured it would go forward by early summer. As of this week, hiring for the position has officially been delayed for an unknown amount of time, but possibly long term, due to serious budget concerns at the institution.
87. Indigenous faculty are needed but not hired even though we apply
88. I am not applying for jobs outside the academic market and also post doctoral positions and fellowships
89. Process is stressful and takes a lot of time from research. Transparency is low: my competitors had more papers, but they chose me. My competitors recently had a kid.

Although I was told I set the bar very high after my interview. So the concept of fit remains a mystery.

90. For people from name brand institutions like mine, the job market is about luck not merit.
91. The prior questions seemed to imply that we have definitely heard back (either acceptances or rejections) by now, but myself and many people I know have been sent to hiring purgatory where we haven't heard and don't know when we will, because the department has a hire they have selected and want to extend, but university hiring freezes prevent them from doing so.
92. I signed a contract for the position I was offered, but the contract may not be authorized for up to a year later due to low enrolment numbers.
93. Things that are appalling about the academic job market: the lack of transparency and silence on hiring processes by hiring committees during/after virtual or on-campus interviews; hiring committee finding ways to ask about the candidates spouse and family situation during informal interactions (lunches, dinners) when they know it's illegal.
94. I was contacted by a department that was trying to hire in a hurry prior to the covid-19-caused hiring freeze announcement, but the university pulled the trigger first and my application was ultimately accepted for further consideration.
95. Still undergoing the interview process for one position.
96. University of Nebraska publishes their criteria used for academic applications, which was very helpful for this school. Job ads were also sometimes misleading - more than once the advert was for a generic position but then became clearly specific within the application portal
97. That you never hear back that committee's have gone another direction from some places—even though you might have had a video or in-person interview is something that could be easily changed to make this process significantly better, but there are so many applications no one gives a shit most the time. I've actually gotten automated rejection letters from places HR department 2+ years after I was interviewed and this is a better job than the majority of places do.
98. Fuck academia
99. Hand down the worst experience I've had in academia so far. It's awful. I always have to remind myself that academia is not a meritocracy.
100. after 3 years and 75 applications not a single call back so i quit and look for admin assistant job
101. It seems like a game when there are public posting which are intended for internal applicants.

102. |I was advised that a reference who is high up has bad mouthed me to prevent successful job applications - due to the fact that I asked someone junior who was insisting on joint first authorship to step up to the plate and at a minimum read the manuscript they had not contributed to. This 'teacher's pet' then told the referee untrue statements about me that were believed. The referee told me to find 10 other references to refute hers if I was motivated to do so, but to otherwise expect that she would claim I was not suitable.
103. Sharks, sharks, male sharks
104. I believe my success was largely due to collaborations, connections, and networking. I was in the right place, at the right time, even after completing a lot of very intensive and persistent work. The academic job market is a lottery, and your success largely depends on who else applies!
105. interview has not happened yet
106. Nowadays I feel only LGBT and women are being considered for faculty positions
107. Women are seriously disadvantaged in the academic job market, and especially women who are not white but also not of a traditionally marginalized ethnic group, such as African-Americans. Asian-Americans and, for example, Russian or Jewish women and women with accents who are non-native speakers of English are not often accounted for in affirmative action hiring processes. Merit, quality publications, and relevance to interdisciplinary work as well as policy relevance of one's research profile are not enough— today one must be from a traditionally marginalized group and/or be from inter generational PhD families often with wealth and contacts. I have won many awards for my research and have published a monograph on a peer-reviewed North American press in the top 10% of university presses, but I nearly always lose out to the children of professors or to men or to disabled or African-American or other traditionally disadvantaged groups. As a mother from a working class background who is also the breadwinner for my immigrant husband who is from a formerly Soviet country it often feels the cards are stacked against us and we should give up instead of accepting one more postdoc where I have published twice as much as my "supervisor" who does not even answer email more than once per month. The system is in serious need of reform because women and others like me who have only talent and merit to compete with are very close to contributing to the brain drain by giving up.
108. The questions did not reflect asking about the number of cancelled searches since COVID-19. Several of the searches still in process in the past month or so have been cancelled. This directly affects my ability to get a job and stay in academia.
109. I think that you should also ask how many jobs have you come across that you would be eligible for or do you feel that there is a call for your research area - I would apply for a lot more but that area of health sciences hasn't had many posts!

110. As a humanities student, the Google Scholar questions (especially relating to my supervisors) aren't really relevant or helpful. For example, my PhD supervisor hasn't set up a Google Scholar, but she is a major contributor to our field.
111. Many of my offers are still up in the air because of COVID-19, so these may not be final/representative statistics.
112. There is so much chance involved that it sometimes seems arbitrary and that the position I got was due to some extent to luck!
113. the 1 "on campus" interview i had lined up was cancelled as the department decided to hire no one due to expected cuts after covid-19
114. I intentionally did not try very hard during my first year of applications; I was "testing the waters"
115. My lack of a meaningful relationships while I'm still single is somewhat starting to impede my professional development.
116. I am very concerned about the impact of Covid19 and now strategizing for all types of jobs given that academic jobs will be extremely limited.
117. Need for current and previous supervisors to provide more guidance; Recognize and make students/postdoc on the job market realize its not a meritocracy and that there is more to job search than just strong statements and resume
118. I did not realize how savage the world of Academia was. After being encouraged to apply to 2 full time positions within the department that I serve as an Adjunct Faculty, I was told that I would not be invited to interview for either full time teaching position because my PhD was not in the same discipline as my department. I was told that the majority of the search committee was comprised of traditional professors and they were not interested in having interdisciplinary faculty. They did say that I could remain an adjunct faculty member. So in other words, I was good enough to teach 70 students each semester making a non-living wage, but not good enough to teach the same students as a full time faculty member. It was then that I decided to not pursue any other academic positions—especially since I am land-locked and the competition is very steep. I am currently searching for research industry jobs.
119. The career development director for postdocs at Emory University was incredibly helpful during this time. My primary postdoc mentor was completely MIA and unhelpful during this process, so I relied on my PhD advisor. Because of COVID, I don't feel comfortable moving away from my family and partner to an unfamiliar part of the country so I turned down a tenure track offer. That was also because I am queer and was being asked to move to a rural Southern area where I would have been isolated and less supported (I noticed this survey did not ask for sexuality identity which will be a gap in your analyses).

120. Positions I applied for were not filled due to hiring freezes and pauses associated with the COVID-19 crisis
121. It's a rough market out there, and it doesn't seem like it's going to get better in time for me to avoid being 'spoiled fruit'; Honestly, if the regular job market wasn't also terrible at the moment, I'd probably look at making the switch now.
122. Just a growing concern over how Covid-19 will impact it further. Also, an unfortunate consequence of being a postdoc at a leading institution is the policy that prevents postdocs from serving as PIs on grants, so grants I have helped write or written exclusively that have been funded give no credit to me directly.
123. 14 positions I applied to were closed due to Covid-19 before offers were made.
124. I was informed that I would have received an offer but due to the pandemic they were not able to move forward
125. All of my mentors have been so OLD (got their faculty positions in the 60's/70's) and totally unable to advise how to navigate modern academia. None of them has even bothered to get a Google Scholar Profile, and they stopped applying for grants decades ago.
126. During first job cycle and second job cycle, I sought therapy for the first time in my 37yrs of life. I also got extra babysitting help (4hrs/week) for a year to give me more time to work on job application and project, etc.
127. Don't understand why a big public R1 university refuses to a real reason or to communicate why my draft offer cannot be further proceeded. In my opinion a deny from Provost doesn't explain anything, because the budget is allocated and the overall endowment looks pretty good. I offered to decrease my startup package and defer my offer, but it was an immediate no. From how quick the response I got, there was obviously no faculty meeting or anything. The chair was the only person to communicate with the university, but he doesn't want to talk and was rude when I worked hard for making the offer real. There is a huge lack of ways to get information.
128. Pretty sure I'm quitting the academic job market
129. I also applied to non-academic positions, which I found much easier/transparent. I ultimately accepted a position as a research scientist at a non-academic institution to do related research.
130. I was a breastfeeding mom when I conducted all my interviews, which brought me additional challenges. The level of support varies from institution to institution.
131. I received a job offer in the 2018-2019 cycle at a PUI but did not accept it. I had three interviews in that cycle, but none in the current cycle. The difference was I previously applied to PUIs, whereas this cycle I applied to mostly R1s.

132. With my interview cancelled due to COVID and the clear downward trajectory of finances of academic institutions, I've decided to leave academia
133. The position I interviewed for on-site at Harvard was cancelled due to Covid-19 and so I felt very disappointed to have wasted so much energy on that application and interview process. In general, it's extremely frustrating not to be able to get feedback from anyone other than very vague comments. University of Norway (I applied last year and my friend was in the final 3 applicants) has an excruciatingly transparent process which takes forever but takes some of the sting out of rejection by at least giving very details justifications.
134. My job search was pre-COVID, mostly fall 2019
135. My offers are contingent on my receiving a K which is very stressful. Of note, I'm still in the process of deciding on which offer to take but that wasn't an option.
136. I had one offer that was rescinded early March (right before Covid) during the negotiation process. I have counted that as a rejection.
137. I feel like I have not been able to enjoy my postdoc, even though it is to work on a project I am excited about, due to the stress and time commitment of going on the academic job market.
138. I was surprised how often I was asked illegal questions about marital status and children, especially by senior faculty (on the search committee!) who should know better
139. State budgetary issues and university hiring freezes have me very pessimistic for my academic career in coming job searches
140. May universities require/expect personalized referee letters and it is very stressful for me to ask each referees to do so much work - write and send so many different letters. Pushing for these letters was the worst part of the job search.
141. Rough experience, especially mentally. Not clear why the organizations are not even able to communicate with all candidates, we aren't applying to McDonald....
142. At one institution I was offered an on-site interview but declined it because I learned from the off-site interview and speaking to a former faculty member in the department that it would not be a good fit for me.
143. It's a slog. It's a given that you'll be qualified and prepared - but then you have to be lucky, too, to get an offer.
144. As an URM applicant the application process felt particularly disheartening. Hard to read the departmental climate from websites, coupled with imposter syndrome, meant I may have not applied to places that ultimately could have been a good fit.

145. I accepted a position in Dec 2019 so the COVID-19 pandemic did not have an effect on my job search.
146. In my field (molecular biology & genetics) it is common now to see new hires at lower-middle tier schools have first author CNS papers along with other supporting high impact papers. Throughout my PhD and postdoc, everyone stressed the importance of getting a K99, which I did, but in retrospect I wish I had focused more on high impact papers.
147. Sexual orientation. Also some questions assume I am a postdoc even though I indicated being a research associate
148. Current position does not have an advisory. I am an independent non-tenure track faculty in a host lab. For advisor specific questions I answered using my post-doc advisor.
149. Faculty career development programs at a large R1 did not prepare me adequately for a teaching position search, contact with faculty at PUI/SLAC institutions was much more helpful.
150. I significantly underestimated how much of My time would be consumed by application and interview prep!
151. I think if, due to future cuts, I were to have to find myself unemployed, I'm not sure I'd return to the academic job market.
152. my interview that resulted in an offer was may 29, and offer 2 weeks later. Their search was delayed due to covid.
153. Emphasis is on quantity over quality. Many people in lab that put everyone on every paper are being hired despite being weaker candidates in all other areas
154. I was successful, but the process was opaque and confusing and I felt that everything was a secret I needed to figure out.
155. Visiting assistant professors have limited advising/supervision when on the academic job market, and do not really get support from their institution while they are applying.
156. The effect of Covid has been really extreme, with holds and freezes impacting my offers.
157. Left academia after getting a permanent scientific job for the federal government
158. Due to COVID, my responses to the job search etc. for the 2019-2020 year are irrelevant now. None of this applies when there are few to no jobs available, as universities are wisely going mostly or all online next year and dealing with major budget (read: hiring) issues.

159. I have applied to 400+ jobs over 5 years. In my field, almost all of the jobs go to candidates from elite pedigrees. Departments would rather hire an unproductive candidate with pedigree than someone like me. My PhD and dozens of publications are borderline worthless.
160. Stop asking for tailored materials from applicants. Everyone knows they're just tweaking what they've got. Standardized documents now!
161. It feels like there could be a more centralized application process
162. no
163. The offer I received and accepted is for a visiting position, not tenure track
164. After a certain point I began to apply for non-academic jobs alongside academic jobs, in part just so I could claim income and in part because I was sick of the rat race. It was such a discouraging experience that I see other postdocs - peers in the same position as me - and want so badly to be able to help. The feeling of getting a job when others are striving for the same hurts and makes me feel a sort of imposter syndrome where I don't deserve the job I am transitioning to.
165. I was interested in positions without research responsibilities and only teaching/service positions, and while these are difficult to find and obtain under normal circumstances, I believe it was more difficult to find and obtain such positions given the pandemic.
166. I wish there was a set timeline. I felt so anxious just waiting for any sort of response.
167. I am geographically limited to follow my husband, who is searching for a tenure-track R01 position (whereas I am searching for a primarily teaching position). We are also looking internationally, which drastically reduces the available options.
168. There is a lot of hidden knowledge that is shared within networks, and it really seems to matter for who gets interviews. Much of the advice I received from URM mentors and less from my advisors
169. Recently obtained a position outside of academia (bio pharmaceutical industry)
170. I felt that there were parts of the search that I was not able to anticipate due in part to lack of transparency. However, I felt that my interactions were fruitful at all the places I interviewed, and although I did not receive offers from various institutions I have broadened my network of colleagues. The places I didn't get offers from I also felt that the fit was not right so I was not entirely disappointed.
171. I felt desperately under-prepared for negotiations. I feel like I lost leverage due to COVID19.
172. I was pregnant for all of my interviews, although not noticeably so and I did not disclose (it was either early or hidden by Zoom). 3 of my interviews were a result of

my husband's offers, although they did not result in anything due to bad fit or Covid freezes. Based on our experience even schools that claim to have good spousal hiring policies do not have an ability to create tenure track lines and will not be as accommodating as advertised.

173. I was more casually applying for academic positions in the past cycle because I was in the first year of a T32 fellowship at the time and leaving wasn't really my priority with the payback agreement.
174. I was at an institution with few postdocs and no postdoc support. I really had to take matters into my own hands to create a job app workshop and find community on FuturePIslack. Without those things, I would not have been successful.
175. I found the peer support groups (especially anonymous ones) incredibly helpful.
176. I am moving my goals from academic to industry career.
177. Couple of pages back on offers – all choices were accepted or rejected. No choice for my current, still in negotiations. Covid delayed the cycle.
178. it's tough out there
179. Lack of transparency is difficult here because of how we all commit our lives to this. Some feedback would be extremely helpful.
180. The over abundance of part-time or adjunct positions compared to full-time or tenure-track positions is shocking.
181. Recommendation letters should never be requested upon application submission. They should only be requested if you are in fact a top candidate. Let's not tax the entirety of academia while us postdocs apply for 10+ jobs per year.
182. I feel it is unequal. Personal connections have the primary importance and competency as a researcher ranks second or lower...