

HSS EMPLOYMENT SURVEY REPORT, 1989-1990

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This report covers searches made during the 1989-90 academic year. It reflects continuing change in the process of conducting the survey as, for the first time, the survey relied solely on the list of jobs collected by the Executive Secretary for HSS Newsletter announcements of job openings, thus reducing considerable duplication of effort. This change, however, may complicate comparisons of the results of this survey with those of previous years. For the second year, the Executive Secretary sent out the questionnaires and the many follow-up letters that are needed, and the women's committee is profoundly grateful that he has taken over that task.

For 1989-90, the number of jobs available seems to have decreased significantly, to a total of forty-seven positions, including twenty-six with history of science, technology, and/or medicine (HSTM) as a primary field (Category I), five with HSTM as a secondary field, and sixteen with HSTM as one in a list of possible fields of expertise. Probably only data on the first category are complete enough to compare with other years: in 1984-85 there were twenty-four positions in category I, in 1985-86 there were forty-three, in 1986-87 there were thirty-one, and in 1988-89 there were thirty-six. Of those positions seventeen were permanent in 1984-85, twenty-six in 1985-86, twenty-three in 1986-87, twenty-seven in 1988-89, and eighteen in 1989-90. This decrease probably reflects tight budgets at universities throughout the United States. It is also striking that five of the positions with HSTM as a primary field were not filled.

Those schools that advertised permanent positions in Category I had applicant pools averaging about fifty persons, up from thirty last year. Women made up twenty-four percent of the total reported applications in that group (similar to last year), and of fifteen persons hired twenty percent were women (down from thirty-

nine percent last year). More striking within Category I is the comparison of permanent jobs, where three women were hired out of fifteen, with temporary jobs, where four women were hired out of six successful candidates. Again considering permanent jobs in Category I only, members of minority groups submitted three percent of the total number of applications reported by those employers that provided data on minorities. This is down from five percent last year, but that may be random variation or the result of better reporting. No members of minority groups were hired in any category. *

Data on Ph.D. date is quite incomplete, but hiring of recent Ph.D.s in HSTM seems to continue to be low: three 1991 Ph.D.s, four 1990 Ph.D.s, and one 1989 Ph.D. were reported hired, disproportionately into temporary jobs. Clearly the job market was painfully tight in 1989-90 and there will continue to be a

backlog of people some years past the Ph.D. applying for their first permanent job. One employer noted: "The quality of the pool of candidates was exceedingly high. In fact, too high for a temporary position, which leads one to believe there are insufficient tenure-track positions available." New questions on the job survey questionnaire sought not only to count the number of jobs in each field but to ask about employer expectations. Of the jobs in Category I, both permanent and temporary, seven called for history of science alone, six for history and philosophy of science, four for history of science and technology, two for history of medicine, and one for science, technology, and medicine. That last position also required the ability to teach American history survey (and noted problems finding candidates with the necessary training). Another job required ability to teach western civilization, and one involved teaching humanities. Five jobs specified the importance of archival skills. Among academic jobs in Categories II and III, more importance

Category I: (HSTM) The Required Area of Expertise

	Job Description				Total	Applicant Pool					Successful Candidate					
	Fields	Background	Rank	Advt.		M	F	Min	Degrees (PhD, ABD with PhD by start, ABD, Other)	Fields (HSTM, Hist, Not Hist)		Gender, Degree & Date, Field				
Permanent																
Boston University	S,P	PhD	open	2,5	109	91	18	1	85	24	0	0	108	0	1	M, PhD NA, HSTM
Univ Calif Davis	S,P	NA	open	1,4,5,6	138	119	19	5	102	40	0	0	40	21	81	M&F, NA, HSTM/PP
Univ Calif Davis	S,P	NA	open	1,4,5,6	38	25	13	?	30	8	0	0	14	6	18	M, PhD 1991, NA
Center for Hist of Elec Engineering	NA	PhD, A	historian	2,6	9	8	1	2	7	0	2	0	9	0	0	M, PhD 1988, HSTM
Center for Hist of Elec Engineering Univ Chicago	S,T	PhD, A	curator	2,6	5	5	0	0	3	0	1	1	4	0	1	M, PhD 1983, HSTM
College of Physicians of Philadelphia	S	S	open	1,4,5	65	44	21	0	46	18	1	0	45	5	15	F, NA, 1991, HSTM
Indiana Univ	M	PhD	Director	2,3,4	9	5	4	1	7	0	0	2	0	8	1	F, PhD 1974, HSTM
Indiana Univ	S	PhD	Asst	5	31	22	9	2	21	10	0	0	31	0	0	M, PhD 1991, HSTM
Univ New Hampshire	S	PhD	Asst/Assoc	2,4,5	41	36	5	1	40	7	0	0	NA	NA	HSTM	M, NA, HSTM
Univ New Hampshire	S,T	PhD, Bu	Asst.	1,5	60	35	23	2	50	5	5	0	55	5	0	M, NA, HSTM
Northwestern University	S,M	PhD	open	1,2,5	66	41	25		66	0	0	0	most in HSTM Position not filled			
Notre Dame	S,T	PhD, Bu	Asst.	2,4,5	36	28	8	0	34	0	2	5	34	5	0	M, PhD 1987, HSTM
University of Oklahoma	S	PhD, A	Curator	1,2,4	16	13	3	0	16	0	0	0	11	2	3	Position not filled
University Papua New Guinea	S,T	PhD	open	2,4	11	10	1	0	8	1	1	1	7	0	4	Position not filled
Pennsylvania State University	S,P	PhD	Assoc.	1,2	15	12	3	1	15	0	0	0	12	3	0	M, PhD 1984, HSTM
Princeton	S	NA	Assoc/Full	1,2,4,5	33	21	12	0	33	0	0	0	33	0	0	M, PhD 1977, HSTM
Stonewall College	S	PhD	Asst.	2,4,5	29	21	8	2	24	3	0	2	18	9	2	M, PhD 1979, HSTM
University Texas at Arlington	S,T,M	PhD, S	Asst.	1,2,4	36	29	7	?	26	10	0	0	30	6	0	Position not filled
Temporary																
Beckman Center Hist Chemistry	NA	PhD, A	Post-PhD	5	0						Position not filled					
Brooklyn Hist Society	NA	PhD, R	open	5	2	1	1	0	2	0	0	0	1	1	0	F, PhD 1989, HPST
Center for Hist of Elec Engineering	S,T	PhD	internship	2,6	9	8	1	2	7	0	2	0	5	0	0	M, PhD 1990, HSTM
Charles Sabbage Institute	NA	A, R	Admin.	1,4,5,6	4	2	2	0	3	0	1	0	1	2	1	F, NA, HSTM
Univ Calif San Francisco	NA	PhD	Post-PhD	3,5	5	2	3	0	5	0	0	0	4	1	0	F, PhD 1990, HSTM
Emory University	M	PhD	Post-PhD	NA	7	3	4	?	5	2	0	0	3	3	1	F, PhD 1990, As Hist
Univ Melbourne	S,T	PhD	Asst.	4,5	13	10	3	0	10	0	0	3	6	5	2	Position not filled
Univ Minnesota	S	PhD	Asst.	5	23	16	7	1	22	7	1	0	18	5	0	M, NA, HSTM

was placed on ability to teach surveys (a consideration for seven out of ten jobs). Only two were looking for world history or nonwestern fields rather than American history or western civilization, but this may be a growing trend in future years. There is little pattern in what other skills employers want, but it is clear that graduate students may want to develop some area of expertise outside of their

primary field. Job hunters should also take seriously non-academic job opportunities; one such employer noted: "Sorry to have so few qualified applicants from academia. Finalists were all currently employed in public history." Seven of the fifteen jobs in Category I were in public history, and while many of those were temporary jobs, some had a term longer

than one year or offered the possibility of renewal.

Other comments from employers varied. Quite a few noted a large number of excellent applicants, while other positions went unfilled for lack of suitable candidates or because those offered the job declined. One provided some words of advice: "In general, and perhaps especially at the junior (untenured) level, it is my impression that candidates spend too much time, energy, and anxiety trying to construct the most complete and superficially impressive c.v., when in fact nothing beats solid training and above all a record of *excellent* (though not necessarily prolific) scholarship."

All in all the survey results are discouraging because of the decline in the number of jobs. The number of women hired matched their proportion in the applicant pool, but they went disproportionately into temporary jobs. No progress was made in the number of minorities in the field. Clearly what is most needed is to keep up a healthy rate of creation of new jobs in history of science, technology, and medicine, a difficult process in a time of declining university budgets.

—with the assistance of Lorri Glover.

Category II: *HSTH* was Desired Secondary or Supporting Area of Expertise

	Job Description				Applicant Pool				Successful Candidate
	Fields	Background	Rank	Advt.	Total	M, F, Min.	Degrees (Ph.D., ABD with Ph.D. by start, ABD, Other)	Fields (HSTH, Hist., Not Hist.)	
Permanent									
Ball State	S,M	S	open	1,2	67	48, 19, NA	39, NA, 28, 0	NA	F, ABD, HSTH
NASA	NA	PhD, A	GM-15 or GM-14	1,4	50	50, 0, ?	49, 0, 1, 0	1, 49, 0	M, PhD 1975, An Studies
Old Dominion University	S,T	PhD, S	Asst	1,2	130	85, 42, 3	121, 9, 0, 0	10, 120, 0	Position not filled
Slater Mill Historic Site	NA	PhD	Assoc	3	28	23, 5, 0	21, 3, 4, 0	4, 24, 0 M	PhD
Temporary									
Nat'l Museum of American Hist.	Edu		GS-12	?	13	2, 11, ?	3, 0, 0, 5 NA	1, 2, 10	Position not filled

Category III: *HSTH* was One of Several Possible Areas of Expertise

	Job Description				Applicant Pool				Successful Candidate
	Fields	Background	Rank	Advt.	Total	M, F, Min.	Degrees (Ph.D., ABD with Ph.D. by start, ABD, Other)	Fields (HSTH, Hist., Not. History)	
Permanent									
Bryant College	S,T	PhD,S,NM	Asst/Assoc	1	63	10, 53, ?	20, 30, 10, 3	15, 45, 5	M, PhD 1976, Other M, PhD 1982, Other NA 1976, US Hist
Calif. State Railroad Museum Historical	NA	NA	Director	4	16	16, 0, ?	2, 0, 10, ?	1, 4, 7 M	
Electronics Museum Livingston Univ.	NA	A, M	Curat Asst	4	10	2, 8, ?	0, 0, 9, 3	NA	F, MA 1989, Museum Anthropology
Univ. Maryland College Park	NA	PhD, S	Asst	2,4	34	30, 4, 0	25, 7, 2, 0	0, 34, 0	M, History
MIT	NA	PhD	Professor	1,2	90	75, 15, 4	85, NA	2, 88, 0	M, PhD 1960, Other
Nat. Air & Space Museum	NA	A	Asst	2,4	27	20, 7, 1	1, 0, 0, 27	0, 0, 1	F, MLS 1990, Other
New York Academy of Medicine	NA	A	Archivist GM-13, Sr Archivist	2,4	6	4, 2, 1	4, 0, 0, 2	0, 1, 5	M, PhD, History
Univ. N. Carolina Chapel Hill	NA	A	Spec. Collections	2	5	1, 4, NA	0, 0, 0, 5	NA	Position not filled
Ohio State	NA	PhD, S	Asst/Assoc	1,2	92	87, 5, 0	82, 10, 10, 0	3, 89, 0 M	Ph D 1972, History
Railroaders Memorial Museum	NA	A	Exec Dir	1,3,4	46	34, 12, ?	3, 0, 27, 14	16, 10, 18	M, Ph D 1987, Anthropology M, BA 1973, Other
St. John's College	NA	Edu	no ranks	NA	NA	NA	NA	NA	M, PhD 1989, NA
William and Mary	T	PhD	Named Chair	1,2,5,6	24	25, 9, 1	32, 1, 2, 0	0, NA	F, Ph D 1980, An Studies
Western Penn. Hist. Society	NA	NA	Curator	1,6	60	NA	NA	NA	M, BA, BSH
Temporary									
Smithsonian Institution	Edu	NA	IS-12	4	11	2, 9, ?	2, 0, 0, 9	1, 0, 10	Search still open
Sonoma State	S,T,F	NW,S,Eu	Asst	none	50	44, 6, ?	34, 13, 13, 3	35, 7, 8 F	PhD 1990, BSH

Key to tables

Universities are alphabetized under the main part of the name
 NA = Not answered in survey
 ? = Information uncertain or unknown

Fields and experiences:

- H History
- M Medicine
- S Science
- T Technology
- M Museums
- Eu Humanities

Background:

- PhD = Ph.D. required
- A = Archives experience or training
- M = Museum experience or training
- R = Research skills
- S = Teach American or Western History Survey

NW = Teach Nonwestern or World History

- Eu = Teach humanities or Great Books
- Advertising media
- 1 BSH Newsletter
- 2 Chronicle of Higher Education
- 3 AAMH Newsletter
- 4 Other
- 5 HSS Newsletter
- 6 SHOT Newsletter

News of the Profession

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the outlines the interactive program she intends to follow. As noted, proposals for Visiting Professorships for Women undergo a two-stage review process, and funded proposals are often supported jointly by the specific programs with oversight for the applicants' fields and the VPW program.

For further information about the Visiting Professorships for Women Program, request the relevant NSF brochure (Publications Office, National Science Foundation, Washington DC 20550) or contact Lola E. Rogers, Visiting Professorships for Women Program, National Science Foundation, Washington DC 20550; (202) 357-7734.