

HSS EMPLOYMENT SURVEY REPORT, 1991-92

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This report covers searches made during the 1991-92 academic year for positions in 1992-93. A total of sixty-one institutions were polled. Of these, eight did not respond and (for one reason or another) six questionnaires could not be used. Moreover, two searches were canceled and one position was left vacant. Thus, the survey resulted in usable responses from forty-four institutions, constituting a total of forty-eight completed searches. (Four institutions made two hires each.)

There were a total of forty-one searches in the United States, three in Britain, two in France, and one each in Germany and Australia. The questionnaire did not inquire as to the nationality of the successful candidate but it would appear from degree and other indirect information that few Americans are appointed to foreign HSTM positions. For this reason, and because the foreign jobs must represent a small and possibly skewed subset of the total, they have been excluded from the

analysis. Thus, the analysis covers thirty-seven permanent and temporary positions at American universities, institutes, museums, libraries, and foundations.

Survey results have also been categorized according to 1) whether History of Science, Technology, or Medicine (HSTM) was the required area of expertise (fifteen permanent and nine temporary positions), 2) the desired secondary area (four permanent and four temporary positions), and 3) one of several possible areas (seventeen positions). The eleven permanent hires in category one represented a slight increase over last year's total of nine. Eight of the successful applicants for the jobs in this category possessed a Ph.D. in HSTM; the others held doctoral degrees in history, biochemistry, and philosophy. All but one of the eight permanent university jobs in this category were offered at the assistant professor level.

The results cover a rather heterogeneous mix of institutions. Twenty-one searches

were for university jobs (seventeen permanent and four temporary). The other sixteen were mostly for positions in museums and libraries (all but one permanent). They run the gamut from curator and archivist to director.

With the proviso that figures for some of the positions are estimates, there were a total of 1,024 applicants for the thirty-seven positions, 598 of whom were male, and 426 female. Twenty-six of the successful applicants were female. Thus, women constituted forty-two percent of the overall applicant pool and seventy percent of the hires. If two positions in the area of women and science (for which the candidates were overwhelmingly female) are excluded, the applicant pool drops to 875 for thirty-five positions, 591 of whom were male, and 284 (or thirty-two percent) female, with women still sixty-nine percent of the hires. This is obviously an impressive result. Women did best in category three, where only a quarter of the total hires were ultimately for HSTM positions. But even if the results are restricted to the

History of Science Society Employment Survey for 1991/92

Category I: HSTM was the Required Area of Expertise

	Job Description				Applicant Pool			Successful Candidate	
	Fields	Background	Rank	Advertising Media	Total	Male, Female, Protected Class	Degrees: D, ABD with D by start, ABD, other	Fields: HSTM, Hist, not Hist	Gender, Protected Class, Degree: Date, Field
Permanent									
Armstrong State	S,T	T1,T2,D	Asst. Prof.	1,2,4	2	1,1,0	2,0,0,0	2,0,0	M, No, D: 1992, HSTM
The Bakken	S,T,M	M,D	Director	2,3,4,5,6	12	9,3,0	11,0,0,1	9,1,2	M, No, D: 1987, HSTM
Daeman	S,T,M,PS	NA	Asst. Prof.	2	30	NA...	NA...	NA...	F, No, D: NA, HSTM
The Deutsches	S,T	T1,M,PH,D	Director	4,5	28	26,2,0	27,1,0,0	18,8,2	M, No, D: 1986, History
Duke	M	D,MD	pending	1,2,3,4	20	19,1,1	16,4,0,0	16,NA,NA	F, NA, D: NA, HSTM
The Hagley	S,T	M	Assoc. Dir.	4,5,6	100+	NA...	NA...	NA...	F, No, D: NA, History
Imperial College (1st)	S	D	Lecturer	6	7	6,1,0	7,0,0,0	5,1,1	M, No, D: 1990, HSTM
Imperial College (2nd)	S,T	D	Lecturer	6	20	17,3,0	19,0,0,1	15,0,5	M, No, D: 1986, HSTM
Nat'l Hist Mus of LA	T	M,D	Full Curator	6	6	5,1,NA	4,0,0,2	3,2,1	M, No, MA: 1978, HSTM
NJ Inst. of Tech	T,M	D	Asst. Prof.	1,2,5	25	21,4,0	19,6,0,0	16,8,1	1st - M, No, D: 1992, HSTM 2nd - M, No, D: 1989, HSTM
Princeton	S	none	Asst. Prof.	1,2,4,5,6	50	34,16,6	36,4,10,0	NA...	F, No, D: 1991, Biochemistry
U. of PA	S,M	D	Asst. Prof.	1,2,3,4,5	48	32,16,0	48,0,0,0	48,0,0,0	Cancelled
U. of WI	S	D	Asst. Prof.	4,6	46	32,14,6	30,16,0,0	32,14,0	M, No, D: 1990, HSTM
VA Polytechnic	S,T,M,PS	D	Full Prof.	1,2,4,5,6	23	20,3,3	23,0,0,0	11,0,12	M, No, D: 1974, Philosophy
U. of Melbourne	S,T,PS	D	Sr. Lecturer	NA	NA	NA...	NA...	NA...	F, No, D: 1972, Biochemistry
Temporary									
CA Inst. of Tech.	S	none	Research Asst.	4,6	8	6,2,0	1,0,7,0	NA...	F, No, ABD: 1993, History
Cite des Sciences et de l'Industrie	S,T,PS	none	Asst. Prof.	4	11	9,2,0	11,0,0,0	11,0,0	1st - M, No, D: NA, HSTM 2nd - M, No, D: NA, HSTM
Colby College	T	D	Assoc. Prof.	2,4,5	55	44,11,4	35,10,0,10	20,5,30	M, No, D: 1976, History
Franklin & Marshall	S,T,PS	D	Asst. Prof.	2,4,5	27	19,8,NA	19,8,0,0	19,3,5	M, No, D: NA, HSTM
IN U.	S	D	Assoc. Prof.	4	6	5,1,0	4,2,0,0	3,3,0	M, No, D: 1984, HSTM
Edison Papers	T	A,PH	Post-Doc	4,5	5	4,1,0	3,0,1,1	1,1,3	F, No, D: 1991, Engl. & Comp. Lit.
Stanford U.	S,T,M	A,D	Assoc. Prof.	2,4,6	27	23,4,0	25,0,0,2	12,6,9	F, Yes, D: 1986, Sociology of Science
U. of HA - Manoa	S	D	Asst. Prof.	2,4	8	7,1,0	8,0,0,0	5,0,3	M, No, D: 1992, HSTM
U. of Manchester	S,T,M	D	Post-Doc	4,6	30	13,7,0	15,NA,NA,NA	20,NA,NA	M, No, D: 1991, HSTM

twenty-seven unambiguously HSTM jobs, women constituted forty-eight percent of the successful candidates. There were only forty-nine minority candidates for all positions (two of whom were also female), and three hires.

Especially striking was the enormous variance in the number of applicants for positions, from two at one university to 425 at another. The modal number of applicants was twenty-six.

Most American institutions advertised in the HSS *Newsletter*. Many also listed openings in SHOT, but with one exception, they advertised in the HSS *Newsletter* as well. The *Chronicle of Higher*

Education was also heavily utilized. A broad-based approach is best, but someone who regularly consulted both the HSS *Newsletter* and the *Chronicle* would probably locate all relevant jobs.

As in past years, a number of respondents commented favorably on the quality of the candidates. Under "problems encountered," one listed: "deciding among multiple incredibly competent applicants."

The survey results need to be cautiously interpreted. In any year, there are very few HSTM jobs, and they range over a wide area in respect to rank, field, etc. Aggregating different sorts of positions (temporary and permanent, assistantships, post-docs,

tenure-track and senior appointments, HSTM positions and those for which persons with HSTM backgrounds may apply) at different kinds of institutions (universities, museums, libraries), in different countries, will somewhat boost the numbers but potentially skew or obscure results. Even aggregated, the numbers would be small, though patterns might be discernible over time.

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Category II: HSTM was the Desired Secondary Area of Expertise

	Job Description				Applicant Pool				Successful Candidate
	Fields	Back-ground	Rank	Advertising Media	Total	Male, Female, Protected Class	Degrees: D, ABD with D by start, ABD, other	Fields: HSTM, Hist, not Hist	Gender, Protected Class, Degree: Date, Field
Permanent									
Dibner Inst.	NA	NA	NA	2,4,5,6	NA	NA...	NA...	NA...	F, No, NA: NA, NA
Livingston U.	S,T	T1,D	Assoc. Prof.	2,6	30	NA,NA,1	17,NA,NA,NA	NA...	M, No, D: 1967, HSTM
Northwestern	NA	D	Asst. Prof.	1,2	124	7,114,3	NA...	8,116,0	F, No, D: 1987, History
VA Polytechnic	S	T1,D	Asst. Prof.	1,2,4	25	24,1,0	15,10,0,0	25,0,0	M, No, D: 1992, HSTM
Temporary									
Beckman Center	None	A	Archivist	2,4,5	5	1,4,0	0,0,1,4	1,1,3	F, No, MA: 1982 History
Edison Papers	S,T	T1,A,PH,D	Asst. Prof.	1,2,6	18	9,9,0	9,1,5,3	1,15,2	1st - F, No, D: 1991, History 2nd - F, No, D: 1992, English Cancelled
U. of RI	S,T	NA	NA	2	NA	NA	NA	NA	

Category III: HSTM was One of Several Possible Areas of Expertise

	Job Description				Applicant Pool				Successful Candidate
	Fields	Back-ground	Rank	Advertising Media	Total	Male, Female, Protected Class	Degrees: D, ABD with D by start, ABD, other	Fields: HSTM, Hist, not Hist	Gender, Protected Class, Degree: Date, Field
Permanent									
AZ State U.	S,PS	D	Asst. Prof.	2,6	65	49,16,2	50,NA,NA,NA	NA...	F, Yes, D: NA, Philosophy
Am. Inst. of Physics	NA	A	Asst. Archivist	6	NA	NA...	NA...	NA...	F, No, MA: 1991, History
Children's Hospital	M	A,PH	Archivist	6	50	NA...	NA...	NA...	F, No, MA: NA, Library Science
Darwin Corr.	S,PS	none	Assoc. Editor	2,4,6	8	2,6,0	3,0,0,5	2,2,4	F, No, NA: NA, HSTM
Edison Winter Home	none	A,M	Curator	NA...	60	NA...	0,0,0,60	0,0,60	F, No, MA: NA, Museum Studies
NEH	S,PS	T1,T2,D	GS13	2,4,6	NA	NA...	NA...	NA...	F, No, D: 1988, HSTM
Natl Plastics Cntr	none	M	Director	4,6	15	7,8,0	1,0,10,4	2,0,13	F, No, MA: NA, Chemistry
NY Transit Museum	none	A,M	Admin. Mgr.	6	32	13,19,NA	1,0,0,31	NA...	F, No, D: 1985, History
OH State U.	S,T,M,PS	D	Asst. Prof.	1,2,4,5,6	425	NA...	NA...	NA...	F, No, D: 1992, NA
The Octave Chanute	none	M	President	1,6	20	16,4,NA	3,0,0,13	3,17,0	M, No, MA: NA, Aviation
Texas Instruments	none	A,PH	Manager	6	NA	NA...	NA...	NA...	F, No, BA: NA, Management not filled
U. of AZ	S,T	D	NA	NA	NA	NA...	NA...	NA...	
U. of MD	none	D	Professor	1,2,4,5	87	69,18,0	75,12,0,0	8,79,0	M, No, D: 1962, History
U. of NC	M	D	Asst. Prof.	1,2,3,6	212	119,93,18	150,30,10,22	16,21,175	M, Yes, ABD: NA, HSTM
U. of N. IA	T	T1,M,PH	Asst. Prof.	1,2,6	c. 65	NA,NA,0	NA...	NA...	F, No, D: NA, HSTM
The Wallace	none	A,PH	Director	NA	7	1,6,NA	0,0,0,7	0,6,1	F, No, NA: NA, NA
U. of Wisconsin	none	D	Asst. Prof.	2,6	25	0,25,1	25,0,0,0	2,0,23	F, No, D: 1987, Plant Pathology

Key to tables:

Fields:
S History of Science
T History of Technology
M History of Medicine
PS Philosophy of Science

Background:
D Ph.D. Required
A Archival Training, Experience
M Museum Training, Experience
PH Public History
T1 Teach American or Western History Survey
T2 Teach World History or Non-Western Cultures
MD Medical Doctor

Advertising Media:
1 AHA Newsletter
2 Chronicle of Higher Education
3 AAHM Newsletter
4 HSS Newsletter
5 SHOT Newsletter
6 Other

Degrees:
D Ph.D.
ABD All But Dissertation