

Job Market Candidates Survey

Q1: Consent Form

Q2 What is your gender?

- Male (1)
- Female (0)

Q3 What is your current age?

Q4 What was your immigration status at the time when you started applying for jobs?

- US Citizen/permanent resident (1)
- Non US Citizen/permanent resident (0)

Q5 How would you describe your race/ethnic background?

- White/Caucasian (1)
- African American (2)
- Asian (3)
- Hispanic (4)
- Other (5) _____

Q6 The following questions all refer to the **first time you were on the Finance PhD job market**. We define the process of entering the job market as the first time when you decided to actively pursue a post-PhD job and sent out applications for finance positions in academia/industry/government. When was the **FIRST TIME** you have actively pursued a job that requires a PhD in finance? For example, if you went to the FMA in October 2012, choose FMA 2012. If you went to the AFA in January 2013, choose AFA 2013.

	AFA (1)	FMA (2)	Other (higherjobs.com, SFA, personal connections, etc.) (3)
Before 2007 (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2007 (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2008 (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2009 (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2010 (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2011 (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2012 (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2013 (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2014 (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2015 (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7 Did you **propose your dissertation prior to** entering the job market for the first time?

- Yes (1)
- No (0)

Q8 Did you **defend your dissertation** prior to entering the job market for the first time?

- Yes (1)
- No (0)

Q9 Before you went on the job market, what were the main factors that you considered for a successful placement? Rank the following factors in the order of importance (**where 1 is the most important** and 7 is the least important) when you started looking for a job. You can select the same number for factors which you consider to be equally important.

_____ School Ranking (1)

_____ Location (2)

_____ Family (3)

_____ Salary (4)

_____ Cost of living (5)

_____ Optimal (whatever that may be for you) teaching/research load and requirements (6)

_____ Other (7)

Q10 Did you have a **strong preference for finding a job that is**

- Academic (1)
- Industry (2)
- Government (3)
- I didn't care as long as it was a job (4)

Q11 In the year you first entered the job market, did you go to both the AFA and the FMA markets?

- Yes (1)
- No, I stopped after the FMA (2)
- No, I only went to the AFA and skipped the FMA (3)
- I didn't go to either and secured a job through other means such as a regional conference like the SFA, higheredjobs, personal contacts, etc. (4)

Q12 How many applications did you send out to institutions interviewing at the FMA? Please enter the number if you tracked/remember it (even if it is not exactly accurate). Otherwise, select a range.

- Your Number (1) _____
- <10 (2)
- 11-25 (3)
- 26-50 (4)
- 51-100 (5)
- >100 (6)

Q13 How many conference and pre-conference (phone/skype) interviews did you have at (or before/after if through skype) the FMA market?

Q14 How many campus visit offers (including government/industry flyouts) did you have following the FMA market (exclude any follow up skype interviews)? Include all invitations, even the ones that came after you have accepted an offer.

Q15 How many campus visits (including fly outs for government/industry jobs) did you go to following the FMA conference? Include only the visits that you physically attended.

Q16 How many job offers did you have (including the one accepted) from the FMA?

Q17 How many applications did you send out to institutions interviewing at the AFA? Please enter the number if you tracked/remember it (even if it is not exactly accurate). Otherwise, select a range.

- Your answer (1) _____
- <10 (2)
- 11-25 (3)
- 26-50 (4)
- 51-100 (5)
- >100 (6)

Q18 How many conference and pre-conference (phone/skype) interview offers did you have at (or before/after if through skype) the AFA market? Include all interview offers, even the ones that came after you have accepted an offer.

Q19 How many campus visit offers (including government/industry flyouts) did you have following the AFA market (exclude any follow up skype interviews)? Include all invitations, even the ones that came after you have accepted an offer.

Q20 How many campus visits (including fly outs for government/industry jobs) did you go to following the AFA conference? Include only the visits that you physically attended

Q21 How many job offers did you have (including the one accepted) from the AFA?

Q22 How many campus visits (including fly outs for government/industry jobs) from equally or more appealing positions did you receive after having accepted an offer?

Q23 Which of the following best describes your situation when you first entered the job market?

- I went to the FMA, accepted a job before the AFA and never went to the AFA (1)
- I went to the FMA, got a job offer, but rejected/postponed the decision and went to the AFA (2)
- I went to the FMA, secured a job offer, but accepted it only after going to the AFA (3)
- I was not successful at the FMA and went to the AFA (4)
- I decided to skip the FMA and went to the AFA (5)
- I went to FMA/AFA or both, wasn't successful in getting a job [or I didn't go to either], and looked for jobs through sources like higheredjobs.com or the chronicle.com (6)
- I received offer(s) but decided to not accept any and stay for another year (7)
- I was unsuccessful (didn't get any offers) in the first year on the market and decided to try again the following year (8)

Q24 When did you accept your first job offer? MM/YYYY

Q25 What type of a position did you accept?

- Academic non tenure-track temporary visiting position (1)
- Academic tenure-track position (2)
- Academic non tenure-track permanent position (3)
- Industry (4)
- Government (5)
- Other (6) _____

Q26 Are you still employed by the same institution in which you accepted the first job offer?

- Yes (1)
- No (2)

Q27 Do you plan to be (did you go) on the job market again before the tenure decision is/was made (or within the first 6 years of being in the job if your first job was a non-tenure track position)?

- Yes (1)
- No (2)
- Have not yet decided (3)

Q28 What is your specialization(s)?

- Corporate Finance (1)
- Investments (2)
- Asset Pricing (3)
- Financial Institutions (4)
- Microstructure (5)
- Behavioral Finance (6)
- Real Estate (7)
- International Finance (8)
- Other (9) _____

Q29 When did you propose your dissertation? MM/YYYY

Q30 When did you (are you planning to) defend your dissertation? MM/YYYY

Q31 What was your initial salary? If you remember your salary (without summer support), please indicate it in part a. Otherwise, select from a range.

- Your salary (1) _____
- <100k (2)
- 100-120k (3)
- 121-150k (4)
- 151-200k (5)
- 201-250k (6)
- >250k (7)

Q32 On a scale of 0-10, how satisfied (where 0 is very unhappy and 10 is extremely happy) were you with your accepted offer at the time of acceptance?

_____ Satisfaction (1)

Q33 How do you assess **the level of research requirements** at the institution where you secured your first position?

- Low (almost any peer reviewed publication counts towards tenure) (1)
- Medium (no top publications required) (2)
- High (one top 3 publication expected/required) for tenure (3)
- Very high (multiple top 3 publications required) for tenure (4)

Q34 What is the **normal teaching load** at your first placement institution? (If you get a course release for a year or two, please ignore it)

- Teaching 7 or more classes per academic year (1)
- Teaching 5-6 classes per year (2)
- Teaching 3-4 classes per year (3)
- Teaching 1-2 classes per year (4)

Q35 At your first position, what were/are **the service requirements**?

- Low (1)
- Medium (2)
- High (3)
- I am not sure (4)

Q36 Even though the job you accepted was **non tenure-track**, **how do you assess the level of research requirements** for the tenure-track faculty at the institution where you secured your first position?

- Low (almost any peer reviewed publication counts towards tenure) (1)
- Medium (there are requirements but they do not include any top level publications) (2)
- High (one top 3 publication expected/required) for tenure (3)
- Very high (multiple top 3 publications required) for tenure (4)
- I don't know (5)

Q37 Even though the job you accepted was non tenure-track, **what is the normal teaching load** (without course releases) for the tenure-track faculty at the institution where you secured your first position?

- Teaching 7 or more classes per academic year (1)
- Teaching 5-6 classes per year (2)
- Teaching 3-4 classes per year (3)
- Teaching 1-2 classes per year (4)
- I don't know (5)

Q38 Even though the job you accepted was non tenure-track, **what is the service requirements** for the tenure-track faculty at the institution where you secured your first position?

- Low (1)
- Medium (2)
- High (3)
- I don't know (4)

Q39 How many positions did you write individual (custom) cover letters when you were applying for jobs? Enter the exact number, if you remember it.

- 0 (I used the same one for all positions I applied to) (1)
- < 25% (2)
- about 25-50% (3)
- about 50-75% (4)
- about 75-100% (5)
- Don't recall (8)
- Enter the exact number, if known (6) _____

Q40 Did you feel that the success rate with the personalized letters was higher?

- Yes (1)
- No (2)
- Don't recall (3)
- N/A. I did not write any custom letters (4)

Q41 On a scale of 0-10, how satisfied (where 0 is very unhappy and 10 is extremely happy) are you with your first accepted offer now?

_____ Satisfaction now (1)

Q42 How would you describe your first job market experience?

- Very successful. I obtained the position I wanted. (1)
- Moderately successful, I obtained a job even though it may not be my dream job. (2)
- Unsuccessful. I either did not get a job or secured a job I really didn't want. (3)

Q43 Were your criteria for a successful job placement well aligned with the criteria of your adviser when you first went on the job market? For example, if both of you were interested in you getting placed at the highest possible ranked institution, then the answer is yes; if you were more concerned about the location while your adviser put more emphasis on ranking, then no.

- Yes, we had the same goal(s) in mind (1)
- No, my priorities were not the same as my adviser's (2)
- My adviser did not have any input or preferences (3)

Q44 Did you feel like your adviser had a strong preference for which job you should accept/reject?

- Yes (1)
- No (2)

Q45 What was the outcome?

- I accepted/rejected the job based on my preferences even though my adviser indicated a different preference (1)
- I accepted the job the adviser preferred (2)
- Other (3) _____

Q46 Rank the following factors (where 1 is the highest and 7 is the lowest) as you feel they contributed to your success on the job market. You can select the same number for factors which you consider to be equally important. Leave the non-applicable choices blank.

- _____ Prior teaching experience (1)
- _____ Prior publications (2)
- _____ Work in progress (pipeline) (3)
- _____ Reputation of the school I went to (4)
- _____ Reputation of my adviser (5)
- _____ My personality (6)
- _____ Real world experience (7)
- _____ Other (8)

Q47 Did you post your CV online to a placement website (for example, conference websites like the FMA placement center)?

- Yes (1)
- No (2)

Q48 At how many conferences did you present before going on the job market? Enter the number if you remember it and if not, choose an option.

- Number (1) _____
- 0 (2)
- 1 (3)
- 2 (4)
- 3 (5)
- >3 (6)

Q49 Before going to the job market, had you presented at the AFA or WFA conferences?

- Yes (1)
- No (2)

Q50 How many academic, peer reviewed accepted/published papers did you have when you first went on the job market?

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)
- >3 (5)

Q51 What was the highest accepted publication (the name of the journal) you had before going on the job market? (Do not use abbreviations)

Q52 How many R&Rs (revise and resubmit) did you have when you went on the job market (do not include accepted papers)?

- 0 (1)
- 1 (6)
- 2 (5)
- 3 (2)
- >3 (7)

Q53 What was the highest R&R (the name of the journal) you had when you went on the job market? (Do not use abbreviations)

Q54 Were any of your accepted publications/R&Rs solo or with another student (no faculty members)?

- Yes (1)
- No (2)

Q55 How many completed working papers did you have when you went on the job market? Do not include R&Rs.

- 0 (1)
- 1-2 (2)
- 3-5 (3)
- >5 (4)
- Don't recall (5)

Q56 How many working papers/R&Rs did you have with senior professors from your PhD institution when you went on the job market? D

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)
- >3 (5)
- I do not recall (6)

Q57 How much non-academic finance or business experience did you have on your CV when you first went on the job market?

- No experience (1)
- <2 years (2)
- 2-5 years (3)
- 5-10 years (4)
- >10 years (5)

Q58 Did you have any professional (finance or accounting related) certifications when you went on the job market? For example, CFA, CFP, etc?

- Yes. Please Specify (1) _____
- No (2)

Q59 How much university-level teaching experience did you have at the time you went on the job market?

- No experience (1)
- 1 course taught (2)
- 2-3 different courses (not sections) taught (3)
- >3 different courses (not sections) taught (4)

Q60 Did your adviser/someone on the faculty make any phone calls/get in contact with his/her network when you first entered the job market to help you out?

- Yes (1)
- No (2)
- I don't know (3)

Q61 Do you feel like those calls helped you with the number of interviews at the conference?

- Yes (1)
- No (2)
- Maybe (3)

Q62 Do you feel like those calls helped you with getting a job?

- Yes (1)
- No (2)
- Maybe (3)

Q63 At your first placement institution, is there any faculty member (coworkers in the case of industry/government placement) with close ties to the faculty of the school where you got your PhD? Answer "Yes" if there are graduates of the same institution.

- Yes (1)
- No (2)
- I don't know (3)

Q64 On a scale of 0-10 (where 0 is not at all and 10 is a lot), how much do you think your adviser/faculty's connections and reputation helped you with setting up conference interviews?

_____ Helped this much with getting interviews (1)

Q65 On a scale of 0-10 (where 0 is not at all and 10 is a lot), how much do you think your adviser/faculty's connections and reputation helped you with getting a job?

_____ Helped this much with getting a job (1)

Q66 On a scale of 0-10 (where 0 is not important at all and 10 is extremely important), how important do you think your interpersonal/communication skills were in obtaining campus visits?

_____ Personal skills importance (1)

Q67 On a scale of 0 to 10 (where 0 is not confident at all and 10 is very confident), what was your level of self-confidence about the job prospects when you were interviewing at the conference?

_____ Confidence at conference (1)

Q68 On a scale of 0 to 10 (where 0 is not confident at all and 10 is very confident), what was your level of self-confidence about the job prospects when you were on campus visits?

_____ Confidence on campus visits (1)

Q69 On a scale of 0-10, how important do you think your interpersonal skills were in obtaining a job?

_____ Importance of interpersonal skills in getting a job (1)

Q70 How many Facebook friends do you have?

- I don't have a Facebook account (1)
- <50 (2)
- 51-100 (3)
- 101-250 (4)
- 251-500 (5)
- >500 (6)

Q71 Answer the following as they apply to you

	Completely True (1)	Mostly True (2)	Somewhat True (3)	Mostly False (4)	Completely False (5)
I enjoy small-talk (1)	<input type="radio"/>				
I consider myself an outgoing person (2)	<input type="radio"/>				
I enjoy meeting new people (3)	<input type="radio"/>				
I have a large social network (4)	<input type="radio"/>				
Going to large social gatherings exhausts me (5)	<input type="radio"/>				
After being with a large group of people, I need some time to myself (6)	<input type="radio"/>				
I prefer keeping my thoughts and feelings to myself (7)	<input type="radio"/>				

Q72 What quintile of University of Arizona finance program ranking does the school that you got your PhD from falls in? To get the quintile list of PhD granting schools, please see: <http://www.nikvolkov.com/sites/www.nikvolkov.com/files/media-downloads/general/nikanorvolkov-ranking-32.pdf>.

- 1 (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5)
- My school is not on the list (6)

Q73 What would you recommend to a first time PhD candidate to focus on as she/he prepares for their first job market?