College Characteristics and Ranking

Variations in College Characteristics						Rank
Research-focused	[ ]	Teaching-focused	[ ]	Both	[ ]	[ ]
Graduate education	[ ]	Undergraduate education	[ ]	Both	[ ]	[ ]
High enrollment	[ ]	Medium enrollment	[ ]	Small enrollment	[ ]	[ ]
Highly selective	[ ]	Selective	[ ]	Inclusive	[ ]	[ ]
Small department	[ ]	Medium department	[ ]	Large department	[ ]	[ ]
National reputation	[ ]	Regional reputation	[ ]	Local reputation	[ ]	[ ]
Face-to-face	[ ]	Online	[ ]	Both	[ ]	[ ]
Liberal-arts focus	[ ]	Professional focus	[ ]	Both	[ ]	[ ]
Religious-focused	[ ]	Religious-affiliated	[ ]	Secular	[ ]	[ ]
Public	[ ]	Private	[ ]			[ ]
Land-grant	[ ]	Non–land-grant	[ ]			[ ]
Broad student population	[ ]	Specialized population	[ ]			[ ]
For profit	[ ]	Not for profit	[ ]			[ ]
Traditional students	[ ]	Nontraditional students	[ ]			[ ]
Residential	[ ]	Commuter	[ ]			[ ]
Other	[ ]					[ ]

Instructions: Go through the columns and select the characteristics that describe the colleges you would like to work for. Then, rank each characteristic using the following scale. 1 = *Dealbreaker: I will only apply to colleges that fit this characteristic*, 2 = *Important: This characteristic will influence how attractive a school is to me*, 3 = *Unimportant: This characteristic does not matter to me*. To explore your preferences, go through the figure and mark the characteristic in each row that appeals to you most. If some preference of yours is not on the list, put it down under "other." Then, identify your dealbreakers by ranking the importance of each characteristic. Just like you have dealbreakers when evaluating romantic partners—I bet you would not date a racist, someone who smells bad, or a person with a violent streak—you need to have job dealbreakers. When examining advertisements, you can and should eliminate positions based on your dealbreakers, but do not be too finicky about characteristics that are not dealbreakers for you. They are just decoration.

This material is a companion to *Becoming a Psychology Professor: Your Guide to Landing the Right Academic Job*, by Guy A. Boysen. An overview of the book can be viewed on the American Psychological Association website (https://www.apa.org/pubs/books/4313054).

Additional supplemental material is available on the book's companion website (http://pubs.apa.org/books/supp/boysen/).