

Craig's Suggestions for the Job Market

Sending Out Your Job Market Packets

- **FMA Packets.** People start to think about screening applications for FMA when the academic school year starts. Therefore, do the following by the **last week of August**:
 - upload your resume to the FMA online resume book,
 - send out packets to the relevant set of schools that interview at the FMA, and
 - ask your advisors to send out their letters of recommendation in the same timeframe.
- **AFA Packets.** People start to think about screening applications for AFA when they get back from Thanksgiving. Therefore, do the following by **end of the week before Thanksgiving**:
 - send out packets to the relevant set of schools that interview at the AFA and
 - ask your advisors to send out their letters of recommendation in the same timeframe.

Interview Suggestions

Prior to the interview, it is essential that you thoroughly review the school's web site to learn:

- About people (who is there, what areas do they research, who is in charge, who publishes a lot, etc.)
- About the department (do they have a seminar series, courses they teach, "dept. atmosphere," etc.)
- About the school (how they see themselves, major recent developments, do they teach undergrads, MBA, doctoral, executives, "school culture," etc.)
- About the city and living environment (housing, transportation, entertainment, etc.)

Here are the standard questions that all schools ask:

- Tell me about your dissertation
- What ideas do you have for conducting research beyond the dissertation?
- Tell me about your teaching interests
 - what courses would you like to teach?
 - (rare) outline the subject matter you would cover and the textbook you would use
- What kind of teaching experience have you had? (more likely for a strongly teaching-oriented school)

You need to demonstrate your interest in them by asking questions. However, you don't want to ask questions that you could have easily found from the web site, except that you didn't bother (implying that you are not interested in them). Here are some standard questions that you should ask of them:

- What is your research support? (Meaning = what is your:
 - data availability
 - summer support
 - TA/RA support
 - computer hardware and software support
 - expense account arrangements
 - funds for novel data sets?
 - individual expense (RATS) accounts?
- What is your teaching support?
 - instructional technology support
 - mentoring or teaching partnership type program?
- What are the typical teaching responsibilities? (load, level, subject area specialty, etc.)

Attitude

- project a positive attitude to *every* school that you interview with - make every interview count
 - let them know that you would enjoy joining their school
 - think of it this way: if all of your other interviews don't work out, then the people at this school will be your future colleagues -- you want to make sure that they know you are seriously interested in their school (you certainly would be if was your only option)

Practice

- organize a mock interview with the faculty and incorporate their feedback
- give mutual mock interviews to your fellow job market cohort candidates and incorporate their feedback on your pitch
- refine your pitch to get the most out of a limited amount of time to answer each question
- try giving your pitch to non-finance people (i.e. spouse, others) to see how well you are conveying your key intuitions to people outside your subject area specialty -- the intuitions which work best on non-finance people will also work the best on finance people