


The top half of the slide features a collage. On the left, there is a stack of papers with a blue tint. On the right, there is a close-up of a clock face with a purple tint. A black-bordered box contains the title text.

The Academic Market: An Interviewer's Perspective

The bottom half of the slide features a collage. On the left, there is a stack of papers with a green tint. On the right, there is a close-up of a clock face with a yellow and orange tint. A black-bordered box contains the author's name and affiliation.

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My background

- 13 years of product management, sales management, and retailing experience
- BSBA and MBA, University of Tulsa
- Ph.D. Oklahoma State University
- Also have served on the faculties at TCU and the University of South Florida





Hiring process

- Pre-interview planning stage
- At the AMA conference
- Campus visits
- Decision time
- After you start the job

The entire process is the beginning of many new relationships with faculty and schools that will carry forward throughout your entire career.



Pre-interview planning stage

- Choices, choices...
- Positioning and branding yourself – start early
- What do you want?
- Mass marketing or a targeted approach
- “The” letter and recommendations
- Create a great vita packet
- How much follow-up after mailing?
- Be strategic in scheduling AMA interviews

At the AMA conference

- Come in calm and rested
- Nobody knows your dissertation like you do
- Be prepared to adapt – no canned speeches – have things to talk about
- Classic questions from interviewers
- Single versus group interviews
- Keep up the energy, even during late interviews
- Tips on meal interviews
- Be quick with follow-up correspondence after AMA



Campus visits

- Preparation and customization – do your homework and show you know their shop
- The research presentation – handling difficult faculty members
- The perils of social opportunities
- Be yourself – stay true to who you are and what you want
- Find common ground and let them know how you see yourself adding value
- Before you leave, be very clear what the expectations are for assistant professors



Decision time

- Again, be quick with follow-up correspondence after your visit
- Communicate honestly
- Dealing with timing challenges of campus visits – the “string-along”
- What about multiple offers?
- What happens after offer acceptance?



After you start the job

- Your career doesn't "start" when you join a faculty...it continues
- Work to make connections with new co-authors on site
- The three most important watch words of success for young academics are "focus and finish"
- Follow your instincts and be strategic about your career
- Teaching is seductive - don't get trapped in the "preparation syndrome"
- Be a good departmental citizen, but make sure good citizenship doesn't result in no tenure



Conclusion

- The assistant professor years can (and should) be some of the most rewarding of your career.
- Never again will you be “protected” and allowed to fully pursue your research interests in a relatively unfettered way.
- Use this freedom wisely!!

