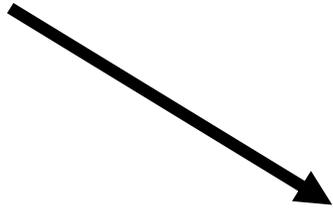


Some Insights from  
My Experiences on the Job Market  
that Might Be Helpful to You

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Gatton College of Business and Economics  
University of Kentucky

**That was me ...  
Starting in Jan 2007**



# Preparation, In Retrospect ...

I know ... you're anxious to do  
***Something. Anything.***  
*You like to be prepared.*

- Early in spring of your market semester (i.e. Jan/Feb), there is nothing for you to do but ***dissertation work.***
- Your well-developed dissertation will be one of your biggest assets.



# Preparation, In Retrospect ...

If you *have* to do some preparing, you can ...

- Start to think about a school list
  - Be open-minded!
  - Don't spend too much time obsessing over it
  - *This is your 'debutante ball'*
- Keep your vita current
  - Conference papers, awards, teaching ratings, etc.
  - Describing your dissertation (proposal)
- Make your AMA hotel reservation
- ***Then, get back to your dissertation.*** 😊



# A Timeline

- Jan – May: Dissertation!
- June: Proposal Defense
- Mid/late June: Mailing Packets
  - (most schools meet right after July 4<sup>th</sup>)
- July:
  - Mock Interviews
  - Scheduling Interviews
- Early August: AMA!!
  - Immediately after AMA – take a rest!
- September – November: Campus Visits
- November: Decision
  - Most schools target knowing who they will hire no later than Thanksgiving
  - If not, that's okay! Start preparing for the secondary market.



# The Introduction Packets

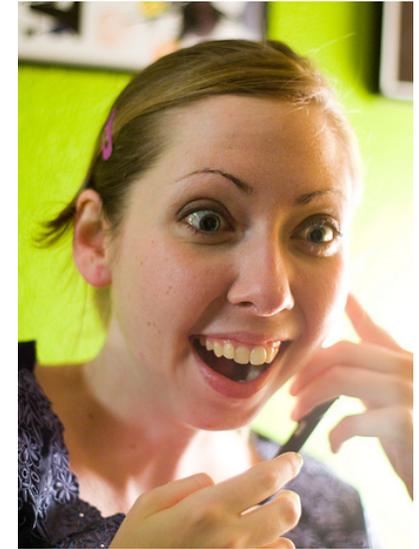
- School list
- Your CV
- Letter of Introduction from Your Chair



- Back Up Materials
  - Additional letters from committee members
  - Writing Sample
  - Teaching Philosophy

# Getting Calls for AMA Interviews

- Have a calendar spreadsheet prepared ... keep it with you and current
- Do not get caught 'off guard'
- When you get the call ... you should know
  - The name of the person calling
  - Date / time of the interview
  - Who will be present at the interview
  - How will the time be divided in the interview
- Let your committee know the good news!



***Woo Hoo!!***



# At AMA ...

- **Your Surroundings.**

- Know how to get around the hotel.
- I often just took the stairs

- **Communications.**

- Laptop, hotel internet service, check email, cell phone voicemail, and hotel voicemail several times each day.
- Contact the front desk regularly for notices from schools.

- **Support System.**

- A close friend or spouse can help (meals, organizing interview documents, escape from the chaos, etc.)

- **Your interviewers have been there, too!**

- The VAST MAJORITY of interviewers are very kind, very sensitive to your stress level, and very interested in you!
- If you encounter a strange situation, laugh it off ... it will make a good story later. 😊



# Basic Structure of AMA Presentation and Interviews

- Sessions often last 45 – 50 minutes.
- Flip charts of color printed slides on 8 x 11 paper
- 15 – 20 min presentation. The format could be something like this ...
  - Intro Slide: Dissertation Title, Your Name, Your Committee Members, etc.
  - Motivation / Research question
  - Theoretical framework / hypotheses
  - Methodology
  - Theoretical and managerial implications
  - Status of dissertation (passed dissertation proposal, etc.)
  - Teaching interests / background
- Getting to know each other
  - Most schools introduce questions about your research throughout your presentation
  - Have your questions prepared. (faculty insights, business school priorities)

# Campus Visits: Things to Expect

- Usually overnight
  - Jet-Lag: Set your alarm, ask for a wake up call, *and* ask a friend to call ... you may be on a different time zone!
- Meetings:
  - Presentation time 90 minutes.
  - 1-on-1 meetings with faculty
  - Group meeting with doctoral students
  - Bring back up materials: CD, thumb drives, email, hard copy.



# Communications

- Communicate very regularly with faculty, especially your committee
  - AMA Interview / Campus Visit Lists
  - My committee was one of my most valuable resources
- Talk with recent grads
  - There is a good chance you know someone who has interviewed with a school you're interested in!
- The Schools
  - *Send thank you notes very quickly!*
  - Some schools (e.g., perceived unpopular geography, limited resources, etc.) may be skeptical regarding whether you would really come. If you're interested, be sure they know it!

# The Offer

- Once you've made a decision, let the other schools know right away; they will appreciate it!
  - Remember, another candidate is waiting on a call from that school!



# Final Thoughts

- Reach out for help.
  - This process is a rollercoaster ... you will have peaks and valleys.
- Remember what you learned as a young child.
  - Patience is a virtue
  - Honesty is the best policy
  - Trust your gut
  - What goes around comes around
- This ***REALLY*** all works out in the end ...
  - Make the most of wherever you land!
- ***YOU WILL FIND A JOB YOU LOVE!***



# You Will Find Your Dream Job!

From here ...



YIPPEE!  
Elation

To here ...

*This New Job is  
GRRREAT!*

