

Virtual job interviews

What's additionally considered

AERE Job Market Advice: Interviews and Beyond

Seungki Lee

Dept. Agricultural, Environmental, and Development Economics (AEDE)
The Ohio State University

Remember Basic Differences

- Be cautious about **time differences** (esp. for international jobs).
- You have limited channels to communicate (probably, voice and facial expression only). So, try to make yourself look nice but also find a comfortable setup.
- Speaking of **camera tests**
 - Get **feedback** of your video and audio from friends
 - Record yourself
 - Before interviews, **light physical exercise**, or hype music to wake up yourself will help reinvigorate your tension

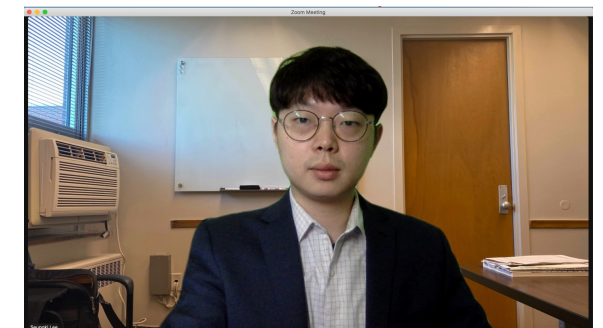
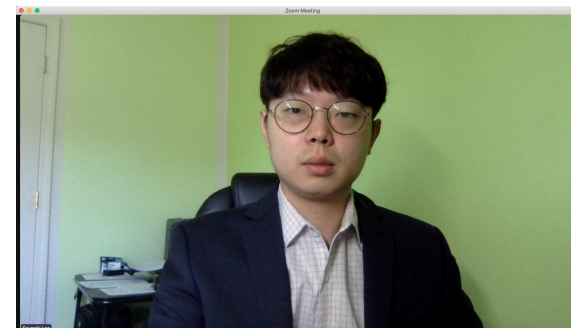
Adjust the camera angle



Suit up and turn on the light



Light exercise
+ professional background



Harder Ping Pong Conversations

- Interviewers: Cutting in a talk would be harder compared to in-person interviews.
- Interviewees: Difficult to read if interviewers are satisfied by their explanations or not
- Try to **be succinct and secure some space where interviewers can join the conversation**
 - Check how others play this game.
(e.g., peer-review practice with friends + 2-minute JMP practices online)
 - **Be parsimonious** when structuring your explanation + answers to questions.
 - For some frequently asked questions, it might be better to polish your answers to be concise.
 - Script is a double-edged sword.

Prepare For The Worst Case

- Sometimes, **network issue** can occur. It can give you an excuse of underperformance but will not likely to give you the invitation to next round.
- Here are my two cents:
 - Prepare 2-3 slides in the case of a connection problem.
 - Send the file to the search committee when confirming the interview schedule.
 - I would organize mine as follows:
 1. **Self introduction** (not redundant to CV but show some qualitative aspects you can appeal)
 2. **Research summary** – JMP + pipeline
 3. **Appeal the good fit** explaining why they should hire you for the “position” based on the position description

Useful blog post sharing recent Job Market experience

<https://thelittledataset.com/2022/03/21/job-mkt/>

Tips for those considering industry jobs

Scarlet Chen' experience from EconPhD to Tech

<https://scarlet-chen.medium.com/my-journey-from-econ-phd-to-tech-part-1-interview-prep-networking-d256918410a2>

3 Tips for Flyouts

Yusuke Kuwayama
AERE Professional Development Panel
December 2, 2022

UMBC School of Public Policy
Faculty Campus Visit

Dr. Yusuke Kuwayama

February 3, 2020

Park in Commons Parking Garage
Enter license plate number & **parking code 43539301** at payment kiosk

Campus map & parking info:

<https://about.umbc.edu/files/2018/08/2018-2019-Parking-Map.pdf>

Schedule

- 9-9:45 am College of Arts, Humanities, and Social Sciences
Dean Scott Casper and Associate Dean Kathleen Carroll
Fine Arts 429
- 10-10:30 Maria Del Carpio (economics)
Public Policy 332
- 10:30-11 Christine Mallinson, Center for Social Science Scholarship
Public Policy 427
- 11-11:30 Nancy Miller (public policy)
Public Policy 415
- 11:30-12 Mavis Sanders, UMBC Black Faculty Committee
Fine Arts 017
- 12-1 Job Talk
The Value of Water Quality: Estimating Amenity and Recreational
Benefits
Public Policy 438
- 1-2 Lunch with Public Policy Students
Skylight Room

2-3 Public Policy Search Committee
 Marina Adler, Jim Gindling, Jane Arnold Lincove, and Zoe McLaren
Public Policy 438

3:30-4 UMBC Asian and Asian American Faculty and Staff Council
Jiaqi Gong
Public Policy 438

4-5 Susan Sterett (public policy)
Public Policy, Director's office

4:00 Lauren Edwards
4:30 Susan Sterett

5:30 Dinner at the Black Kettle
Tim Brennan (public policy), Fernando Tormos Aponte (post-doc,
public policy), Zoe McLaren (public policy), Ann Kellogg (doctoral
candidate, public policy), and Ken Baron (Assistant Vice Provost for
Academic Advising and Student Success)

Contacts on Campus

Pam Doppler's office: 410-455-1469
Jane Lincove's cell phone: 512-779-2045

Tip #0: Read the job market advice literature

Three good, comprehensive resources:

- Cawley, J. (Updated periodically). *A Guide and Advice for Economists on the U.S. Junior Academic Job Market*. <https://www.aeaweb.org/joe/candidate>
- Jacobson, S. (2015). How to learn to stop worrying and love the job market. *Southern Economic Journal*, 81(3), 843-863.
- NYU Wagner. (2017). *Academic Job Search Guide*. <https://wagner.nyu.edu/files/careers/2017%20Academic%20Job%20Search.pdf>

Email me for other resources I've collected over the years.

Tip #1: Prepare your “talking points”

- A key difference between interviews and flyouts:
 - In interviews, you will need to **answer questions**
 - In flyouts, you will need to **make conversation**
- Prepare **talking points**—easily remembered messages that can be delivered more or less invariably across people you meet during your flyout
- Supplement these talking points with individual- or department-specific questions (see Tip #2)
- **Goal:** A strategy that allows you to communicate your key strengths while also maintaining flexibility

Tip #1: Prepare your “talking points”

Some talking points to prepare:

- Job market paper:
 - Innovation or contribution
 - Weaknesses and their implications
 - Next steps, target journal, etc.
- Overall research agenda:
 - 2 or 3 topics
 - How you'll create a space for yourself in the literature
- Courses to teach:
 - Core and elective courses you are prepared to teach
 - Your dream course
- Grant writing: How interested?
- Location preferences

Tip #2: Do your homework before and after the flyout

- Browse the department's website and Twitter
 - Faculty research areas and any notable recent accomplishments
 - Focus on who you might collaborate with
 - Curriculum: Degrees offered, specialization areas, core courses
 - Basic facts about the university (e.g., student body size)
 - More important for non-university positions
- Use this knowledge to complement your talking points during conversations, including questions to ask
- Take notes during conversations; follow up after the flyout if appropriate
 - In any case, send thank you notes to everyone you have a conversation with

Tip #3: Treat your job talk like a performance

- Practice, practice, practice (yes, it's painful)
 - Try to arrange a practice session with faculty in your department
 - Practice in front of your peers (or your family, or your pets)
 - Focus on timing and transitions
- Identify weaknesses (all job market papers have them) ahead of time and:
 - Prepare a defense (i.e., explain how the weakness is not as bad as it might seem)
 - Offer potential future solutions (e.g., collect more data)
 - Acknowledge unresolvable problems and understand/explain their implications
- ***Remember that you are the #1 expert about the research question that your job market addresses***

AERE JOB MARKET PANEL

NEGOTIATION

DECEMBER 2022

Dr. Jessica B. Hoel

@Jess_Hoel

THIS WILL BE YOUR **NEXT** JOB

NOT NECESSARILY YOUR **FOREVER** JOB

KNOW WHAT IS IN YOUR COMPENSATION PACKAGE

- Salary
- Retirement
- Insurance
- Benefits
- Relocation assistance
- Housing subsidies
- Summer support
- Research start-up money
- Teaching release
- Teaching preps
- Service release
- Tenure clock

ALSO RELEVANT

- What have the raises been like for others in the position in recent years?
- Remember to factor in cost of living
- And also job availability/salary for family members

UNDERSTAND WHAT YOU MIGHT CHANGE

- Salary
- Teaching release
- Teaching preps
- Research start-up
- Summer support
- Tenure clock
- Spot on daycare list
- Service release

THINK LIKE A DEAN

HARDER

- Salary
- Summer support
- Teaching release
- Service release

EASIER

- Teaching preps
- Research start-up
- Tenure clock
- Spot on daycare list

DON'T ALWAYS BELIEVE THE DEAN

Sometimes they DO negotiate on things
they say are
“non-negotiable.”

BE PREPARED TO JUSTIFY YOUR ASK

KEEP THE DEAN INFORMED ABOUT
YOUR OTHER OFFERS

ALWAYS ASK FOR BETTER IN SOME
DIMENSION

GET IT IN WRITING

- Nothing really counts until you've got a signature.
- While you are waiting for a signature, take your own notes and email them to the Dean.

CHOOSE THE JOB THAT IS BEST FOR
YOU

TAKE CARE OF YOURSELF

- The job market year was one of the most stressful of my life.
- Sleep
- Get morning sunlight
- Exercise, outside
- Meditate
- Fuel your body
- Read novels
- Get a therapist/meds