

Job Market Panel 2025

Oscar, Thomas, Dan

May 19, 2025

University of Chicago

The Academic Job Market

(Thomas Bourany)

- Timeline: time is continuous, effort not smooth over time
- Notes for premarket preparation
- Preparation for interviews
- Notes for European schools

Timeline:

-JULY-

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

-AUGUST-

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

-SEPTEMBER-

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

-OCTOBER-

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

-NOVEMBER-

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

-DECEMBER-

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

-JANUARY-

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

-FEBRUARY-

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

-MARCH-

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Timeline:

-JULY-							-AUGUST-							-SEPTEMBER-						
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
28	29	30	31				25	26	27	28	29	30	31	29	30					

Time to write the JMP – ideal first draft early/mid september

-OCTOBER-							-NOVEMBER-							-DECEMBER-						
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
		1	2	3	4	5						1	2	1	2	3	4	5	6	7
	6	7	8	9	10	11	3	4	5	6	7	8	9	8	9	10	11	12	13	14
(13	14	15	16	17	18	10	11	12	13	14	15	16	15	16	17	18	19	20	21
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28
27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				
Hard deadline for some profs							Deadlines on job market portals							Interviews (zooms)						
Faculty meeting (?)																				

-JANUARY-							-FEBRUARY-							-MARCH-						
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
			1	2	3	4						1								1
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28		23	24	25	26	27	28	29
Flyouts							Offers and bargaining													
														30 31						

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)
- September-Early October: Give everything on JMP writing

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)
 - September-Early October: Give everything on JMP writing
 - Mid-October: Hard deadline for some faculty
 - After this big push, use the next days to get the statements ready

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)
 - September-Early October: Give everything on JMP writing
 - Mid-October: Hard deadline for some faculty
 - After this big push, use the next days to get the statements ready
 - Late October: Get feedback/comments, incorporate them in JMP

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)
 - September-Early October: Give everything on JMP writing
 - Mid-October: Hard deadline for some faculty
 - After this big push, use the next days to get the statements ready
 - Late October: Get feedback/comments, incorporate them in JMP
 - November 1st: First deadlines (Harvard/UPenn, then Cornell/MIT/UCLA/Georgetown)

Timeline and early market preparation

- Use additional deadlines for self-control:
 - Start writing your JMP draft in July
 - Even if the final angle/framing is not finalized yet
 - Write the meat first (e.g. technical things), leave the final intro for Aug-Sept
 - Econ scribe late July/early Aug (more next slides)
 - Use that as an incentive to think seriously about your angle
 - Job Market Fair late Aug
 - A good practice (and free food!): goal would be to have 70% job market talk slides done (you'll make changes after job talks in Oct-Dec)
 - September-Early October: Give everything on JMP writing
 - Mid-October: Hard deadline for some faculty
 - After this big push, use the next days to get the statements ready
 - Late October: Get feedback/comments, incorporate them in JMP
 - November 1st: First deadlines (Harvard/UPenn, then Cornell/MIT/UCLA/Georgetown)
 - Most deadlines: between November 10th and 15th
 - Don't expect them to download updated version in Dec, intro + overall paper should look clean

Job market advice: thoughts

- Other random thoughts about this schedule:
 - Complementarity of tasks:
 - job talk helps the framing, which helps the research statement, which helps the JMP writing, which helps the spiel, which helps the job talk
 - Do them in parallel and iterate over multiple media

Job market advice: thoughts

- Other random thoughts about this schedule:
 - Complementarity of tasks:
 - job talk helps the framing, which helps the research statement, which helps the JMP writing, which helps the spiel, which helps the job talk
 - Do them in parallel and iterate over multiple media
 - Be organized (excel files / gdocs / calendars), especially for deadlines
 - Missing a school deadline is the worst feeling ever (e.g. due to time difference)

Job market advice: thoughts

- Other random thoughts about this schedule:
 - Complementarity of tasks:
 - job talk helps the framing, which helps the research statement, which helps the JMP writing, which helps the spiel, which helps the job talk
 - Do them in parallel and iterate over multiple media
 - Be organized (excel files / gdocs / calendars), especially for deadlines
 - Missing a school deadline is the worst feeling ever (e.g. due to time difference)
- Climb on the shoulders of giants:
 - Use all the job market / JMP / JM talks, resources online from famous people
 - Example: Simon has compiled a long list: [▶ Simon resources](#), other things online for other fields
 - Use other examples for statements from other profs
 - keep a folder you start filling over time with things you find online

Job market advice: thoughts

- Other random thoughts about this schedule:
 - Complementarity of tasks:
 - job talk helps the framing, which helps the research statement, which helps the JMP writing, which helps the spiel, which helps the job talk
 - Do them in parallel and iterate over multiple media
 - Be organized (excel files / gdocs / calendars), especially for deadlines
 - Missing a school deadline is the worst feeling ever (e.g. due to time difference)
- Climb on the shoulders of giants:
 - Use all the job market / JMP / JM talks, resources online from famous people
 - Example: Simon has compiled a long list: [▶ Simon resources](#), other things online for other fields
 - Use other examples for statements from other profs
 - keep a folder you start filling over time with things you find online
 - Agustin gave his advice: [▶ JM Advice - Gutiérrez](#)
 - Levi gave his advice: [▶ JM Advice - Crews](#), use his packet/code for generating letters
[▶ JM packet - Crews](#)
 - I agree with both of them on most things
 - if you read/talk to people enough, you'll never be surprised/unsettled: help with confidence

Advice for premarket

- Premarket networking is underrated (Echoing some thought from Agus)

⇒ Meeting external faculty before the market is important

- Already forces you to prepare your mini-spiel/elevator pitch, and angle/framing.
 - Prepare the first layer of your spiel
- Gets you used to the “social game” of talking to people in academic circles
 - Economists are “social animals”: they’ll remember you if your pitch/idea is interesting

Advice for premarket

- Premarket networking is underrated (Echoing some thought from Agus)

⇒ Meeting external faculty before the market is important

- Already forces you to prepare your mini-spiel/elevator pitch, and angle/framing.
 - Prepare the first layer of your spiel
- Gets you used to the “social game” of talking to people in academic circles
 - Economists are “social animals”: they’ll remember you if your pitch/idea is interesting
- Be proactive with faculty/people in conferences
 - If you’re comfortable interacting with them early, flyouts will be very smooth
- Have some material ready before July!
 - Website, CV, list of papers, abstracts, ready before July
 - Easy to do / no time to figure out website things in Oct.
 - That’s your passport!

- Most important concept: What is your angle?
 - Prepare it early (think about it throughout the 5th year)
 - RAP = **R**esearch question + **A**nswer + **P**ositioning statement
 - Some add **M**ethod
 - In practice: order P+R+M+A
 - Important element *P*!
 - What is not known...
 - That is worth knowing
 - Econ scribe will tell you all about it

Interviews

30 minutes total, composition varies

- (~ 20 minutes) job market paper
- (~ 5/10 minutes) other research, teaching, questions
 - Prepare mini-spiel for each

Most important asset: **spiel**

- onion structure: high-level, substance, details
- should be practiced as often as possible
 - with peers/classmates, other cohorts/schools
- evolves as you go: be flexible/fluid

Your interviews will vary in quality

- law of large numbers: some will not go well
 - Distribution is bimodal: some are experts in your field (need to convince them)
some are experts in other fields (should reply well to the questions they have)
- poor predictability of results
 - Depends on many factors out of your control (same as flyouts)

Note on European market

- European (and Asian) schools are hesitant to give flyouts to students from US universities
 - Easier if you are European
 - Signal that you are interested in going to those places
 - Smaller schools: cover letter matters more
 - Signal strongly in interviews
- Schools will ask you about your progress
 - Experience: if they think you won't come, they won't invite you for flyout
 - Express/signal/communicate via email after interviews

Constantly keep your advisors updated, ask for advice

Note on demand (Aleks)

Two types of schools:

- one meeting, set of offers final
- sequential meetings, constant updating

Another way to slice schools:

- look for top candidates in all/some fields
- need to fill multiple positions, field less important
- need to fill specific field
- not looking at all