**Question:** Format of flyouts?

Answer: My experience (and others that I have heard of) was that you generally meet individually with faculty at a fly-out. Usually a few before your talk, then give your talk, then lunch, then meet with more faculty, then dinner. Somewhere in there you'll probably also meet with the Dean, so you might want to be prepared with a question or two for him/her (one could be something about their tenure policy). I don't think that I ever met with groups of faculty, but maybe at the big research universities they do that? The conversations were generally more relaxed and informal than the interviews at the meetings, and also more wide-ranging. That has obvious pluses and minuses. But generally you don't have to start off with your job market spiel. I think they're more interested to know where you see your research going from here, maybe some discussion about teaching experience. It's impossible to prepare for everyone you're going to meet (especially since you usually don't get the schedule until late the evening before). But in the meetings, you can also ask some of them what they are working on, how they find the school, what their experience has been with undergrad RAs, etc. They also want to make sure that they would like you as a colleague (I don't think it's an issue for you, but it's always good to be aware of that). It is also a really long day, not that there's anything to do about it other than getting enough sleep the night before.

) differed from the dissertation abstract because it was a mix of what was in my dissertation and future research. It was closer to two pages so I could give a little more motivation for the parts of my dissertation as well as explain the connections between the theoretical work and empirically observable phenomenon as well as future empirical work. i) also had a section on an area of future research that was not in my dissertation even though I also outlined how I could pursue future research in by continuing to work

**Question:** Did you have any questions that you thought worked well when you were doing your flyouts?

**Answer:** I asked the Dean about tenure & promotion in each case, since this information isn't usually available on the web. If he/she doesn't mention it anyway, you could just ask what the process there is. You could also ask about any big initiatives they are pursuing on the teaching side (here, for example, there's a big emphasis on international business and on inter-disciplinary stuff). Other examples might be a first-year seminar program. Or you could ask about their ideal balance between teaching and research (the teacher-scholar model). It's probably good to ask some form of this question, and maybe ask the Dean as well as the department head and one or two of the faculty. This is because you might get slightly different answers from each of them, so it will give you a better idea of the reality.

Asking about the research and teaching balance definitely worked well and was a good source of information. I sometimes asked the younger (or newer) people what attracted them to the school. You could also ask them about the types of students that tend to be at William & Mary, what the students' expectations are, etc. I also asked a few people about undergrad research assistants, whether there are opportunities for this, whether they've had experience and what that experience has been. This wasn't quite as good a source of information, but it signals your interest in combining teaching/mentoring and research.

I think I asked the chair about how courses are allocated (i.e. what you'll end up teaching and how that gets decided) and whether there is opportunity to develop new classes a few years down the road.

Of course, I also asked some people what they were working on in terms of research.

Remember that this visit isn't just about you trying to impress them--at this point, they're also trying to sell you on the school as a great place to work. (We're only bringing 4 people for fly-outs, and I don't imagine most places could do much more; in other words, the school wants to look as good as possible, too. Don't over-emphasize this, but keep in mind that you can also talk about what it's like to live in the area, whether people attend seminars at any other schools, etc.)

**General comments**

* In general, start out making your list as broad as possible; it's always possible to cut things out later. Also, looking through JOE is easy in August and Sept. but the Oct./Nov. listings as LONG. So I'd suggest starting your spreadsheet asap. The job market site that Carroll set up has a template or two that you can work off of. At least this way you can get the August and Sept. stuff done and not have to look at it again.
* Take the mock interviews seriously. These will give you invaluable experience in preparing you for the meetings. Also, you should seriously consider having mock interviews between yourselves after the mock interviews with the faculty to shore up your interview techniques, skills and answers.
* You should have answers to all the questions pointed out by John Cochrane in his advice guide about the meetings (e.g. where is the field going?, why is this economics? who is one senior economist you would like to emulate? Do you prefer structural or reduced form techniques? etc). In my opinion, you should spend **a lot** of time preparing for interviews by thinking about the answers to these questions as well as knowing exactly what you will say about your own research during your interview. This should help calm your nerves during your interviews and reduce the chance of being asked something that you were not really expecting. Nevertheless, be prepared for the fact that some interviews may just go badly. It is very important that if this happens, you just put it behind you and forget about it. Things are so tightly packed together that you simply do not have time to let things get to you.
  + For example, I had a 1pm interview with a very respectable institution followed by a 2:15 pm interview with one of my preferred choices. When they didn’t answer the door at 1pm I didn’t really know what to do. I checked at the desk that I had the right room which I did. Turns out the interviewers forgot they had a 1pm interview. When I went at 1:45 thinking I might be able to reschedule, they insisted on a 15-20 minute interview right there and then. This caught me off guard and I was a bit flustered and I also felt like the interviewers really just didn’t buy my research anyway. Given my next interview was one I was very interested in, this was not ideal preparation.
* It’s perfectly fine, and perhaps advisable, to have a cheat sheet with you in the interviews that summarize information about the institution. I have attached an example. You can use this to remind yourself of questions you might ask and also to take notes when they are talking to you about their institution.
* You can summarize your teaching evaluations (see attached tex file).
* You will probably want to download software that can allow you to easily merge and split PDF files (Adolix is one example). This is useful for splitting/combining various files during the act of submitting applications since often there is a limit on the number of files you can upload.
* Scanning your signature into a JPEG (or other graphics format) is useful so you can attach it to your cover letters.
* You should have a realistic idea of when you will defend. Some places will certainly ask this. It is important also because many places build contingencies into your contract depending on when you defend. For example, failure to defend by the start of August at SMU means you lose $10,000 for the first year and you don’t get your initial research support ($15,000).
* You will hear many things about signaling. The most common is probably that you should use your signals where you think its effect on the marginal increment of being interviewed is greatest. Often, the common belief is that such places are places where you might be overlooked because, for whatever reason, the institution will think you are not interested (read: relatively low ranked institution or institution in geographically undesirable area). However, through the grapevine, I learned that one of my preferred institutions (a reasonably ranked institution meaning, following conventional wisdom, I did not signal them) actually wanted everyone to signal them and, when speaking to one of my advisors, this was the first thing they asked him. The point is that signaling is highly unpredictable.
* Customizing your cover letters can be useful. At a minimum, you have to customize the institutions address (and perhaps if there is a person listed in the JOE who you should address your application to). But you can do much more than this and your EmployersMoniker spreadsheet can make this quite simple since you can link fields in the spreadsheet to Word (this is particularly easy on the Mac but you can also do it on a PC). I had three generic cover letters (pure research university, teaching/research university, liberal arts college). But I then customized most institutions for a sentence or two whether it be about the courses they wanted taught even though they were not exactly my field or whether it is about the fact they would also want you to teach MBA or Masters courses. I have attached my EmployersMoniker.xls and a word doc example (You may have to link the word doc with some random spreadsheet to see the file. On the PC, you may have to click “Highlight merge fields” under the merge tab to see where the linkages are. It should come up automatically on the Mac).
* At least for me, and I think for many, being on the job market is an extremely stressful time. To be honest, I am not exaggerating when I say I hated it. You should be prepared for ups and downs and for this to change quickly and repeatedly. Try not to let expectations influence your thinking too much. For example, just because you get 20 interviews in the first week or so, don’t expect you will get 40 after 2-3 weeks. Just because interviews went great, don’t expect everyone will give you a flyout. Just because a flyout went great, don’t expect an offer. Indeed, it is not uncommon that the first offer is rejected. Actually, I was offered one job as the second offer and I rejected it meaning that this institution made at least three offers. However, the good thing is that most people end up with something they are happy with.
* About the job rumors website and the BluWiki page (<http://bluwiki.com/go/Econjobmarket>) that lists information about interviews (fairly reliable in that most of the stuff on there is likely true and there is not much missing information) and flyouts/offers (less reliable in that there is probably nothing that is incorrect but not that much info in general). I don’t think I’ve met anyone who said they found the rumors pages useful. I never looked at them myself. However, the BluWiki page can be useful to ensure you don’t keep waiting for an interview call from an institution that already made calls days ago. Of course, religiously following this page would be counter-productive as well. So there is some trade off here. Indeed, some people choose to completely ignore this page too.