Selecting and Deciding: The Applicant’s Point of View

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Conflict of Interest

• I have no conflicts to disclose

Topics to cover

• Interview follow-up
• Receiving an offer and negotiating
• Deciding on where to go

Graduate School ➔ Residency Training ➔ First Career Position

“Typical” Pathway

Post-interview Considerations

• Points of contact for questions that may come up.
• Summarize the highlights from conversations with each person you spoke with.
• Note observations both within the facility and in the area around the facility.

Correspondence

• “Thank you” Note
  – Personalize
  – Relatively short
  – One to two days after interview

• “Follow-up” Note
  – Similar to thank you note
  – About 1 week after the date of anticipated feedback

RECEIVING AN OFFER AND NEGOTIATING
**Initial Steps…**

- Take a breath…
- Read and understand the offer letter
  - Consistent with your research?
  - Reflect details discussed during the interview?
  - When are they seeking a reply?
- Ask questions of any part of the letter that is unclear

**Graduate School**

- Negotiation of financial aid packages & benefits is an often-overlooked option
- Assess your needs and make an honest case for what it would take to attend.
- Contact both the financial aid office as well as the department

**First Career Position**

- Remember - Your skills are sought-after
- Without negotiation, one is leaving income “on the table.”
- Not everyone is comfortable engaging.
- Review your homework

**Approach to negotiation**

- Degree of assertiveness can be associated with number of offers in hand.
- Opt for a communication channel with a higher level of "information richness"
  - Acquiring information through verbal, non-verbal, and paraverbal (i.e., tone of voice)
- "Information-rich" platforms (highest → lowest):
  - Face to face / Video conference
  - Phone
  - Email

**General Considerations**

- Everybody is unique and sees life through their own lenses (i.e., goals, interests, etc.)
- The "age & stage" of life likely factors into the decision.
Graduate School

- Physical location
- Financials
- Life outside of school
- Department culture
- Potential advisors
- Student satisfaction

Residency Training

- "Primary" considerations:
  - Breadth of curriculum
  - Faculty
  - Success of past graduates
- "Secondary" considerations
  - Location
  - Salary / Benefits
  - Cost-of-living

First Career Position

- Job Content
- Organizational culture
  - Supervisors, co-workers
- Salary / Benefits
- Location / lifestyle

Summary

- No "one path" fits all
- Many things to consider at the various stages
- Good experience – no matter what happens

Thank you