

## Selecting and Deciding: The Applicant's Point of View

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## Conflict of Interest

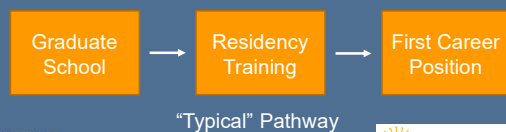
- I have no conflicts to disclose



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## Topics to cover

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



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## 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.



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## 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



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## RECEIVING AN OFFER AND NEGOTIATING



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## 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



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## 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



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## 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



B. Wesner & A. Smith - "Salary Negotiation: A Role-Play Exercise to Prepare for Salary Negotiation" *Management Teaching Review*. Vol. 4 (1) 14 – 26 (2019).

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## 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



S. Risavy - "Job Offer Negotiations: Helping students negotiate their Job Offers" *Management Teaching Review*. Vol. 6 (4) 375 – 382 (2021).

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## DECIDING WHERE TO GO...



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## 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.



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## Graduate School

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



GradSchoolShopper Issue – "The Student Guide to Grad School in Physics, Astronomy, and Related Fields" published by American Institute of Physics

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## Residency Training

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



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## First Career Position

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



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## Summary

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



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## Thank you



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