

Making the Transition from Postdoc to a Permanent Position

(thanks to Meg Urry and previous AAPF symposia for providing most of this advice!)

1. Postdoc years: Publish, improve your weaknesses, get recognized as an expert in your specialty, cultivate relationships with mentors/recommenders
2. Applications: Use cover letter to emphasize key points
 - Apply broadly - places you would not have considered for grad school/postdoc can offer excellent permanent jobs
 - Tailor, but not too much: 90% of the benefit is in the first 10% of effort
 - Send four letters if the fourth will be strong
3. Interviews: Show your interest in the job, but don't try too hard to impress
 - Give a talk at colloquium level that ends on time
 - Play to your strengths in talk and interviews
 - Ask them about their research (read their website first)
 - Practice answers to questions about your weaknesses and to "inappropriate" questions about significant other/family plans
4. Negotiating: Show appreciation, but remember that they want to get you
 - You do not need a counter-offer to negotiate (but it helps!)
 - The Chair is on your side, trying to get money from the Dean for you
 - Have a "consigliere" that you consult before responding to offer details
5. Move, hire, teach competently, keep publishing → TENURE!