

# TENURE TRACK PHYSICS JOBS

THE QUEST FOR TENURE TRACK PHYSICS JOBS REPRESENTS A SIGNIFICANT MILESTONE FOR ASPIRING AND ESTABLISHED PHYSICISTS ALIKE, MARKING THE PURSUIT OF A STABLE, RESEARCH-ORIENTED ACADEMIC CAREER. LANDING SUCH A POSITION REQUIRES A DEEP UNDERSTANDING OF THE ACADEMIC LANDSCAPE, RIGOROUS PREPARATION, AND A STRATEGIC APPROACH TO APPLICATIONS. THIS ARTICLE WILL DELVE INTO THE MULTIFACETED WORLD OF TENURE TRACK PHYSICS POSITIONS, EXPLORING WHAT THEY ENTAIL, THE ESSENTIAL QUALIFICATIONS, THE INTRICACIES OF THE APPLICATION AND INTERVIEW PROCESS, AND CRUCIAL ADVICE FOR NAVIGATING THIS COMPETITIVE FIELD. WE WILL ALSO TOUCH UPON THE EVOLVING NATURE OF ACADEMIC HIRING IN PHYSICS AND OFFER INSIGHTS INTO MAXIMIZING YOUR CHANCES OF SUCCESS.

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## UNDERSTANDING TENURE TRACK PHYSICS JOBS

SECURING A TENURE TRACK POSITION IN PHYSICS IS OFTEN VIEWED AS THE PINNACLE OF AN ACADEMIC CAREER. IT SIGNIFIES AN INSTITUTION'S COMMITMENT TO A FACULTY MEMBER'S LONG-TERM PRESENCE, FOSTERING BOTH INNOVATIVE RESEARCH AND DEDICATED TEACHING. UNLIKE NON-TENURE TRACK ROLES, WHICH MAY BE TEMPORARY OR FOCUSED PRIMARILY ON INSTRUCTION, TENURE TRACK POSITIONS OFFER THE PROMISE OF JOB SECURITY, INTELLECTUAL FREEDOM, AND THE RESOURCES NECESSARY TO BUILD A SUSTAINABLE RESEARCH PROGRAM. THESE ROLES ARE TYPICALLY FOUND AT RESEARCH UNIVERSITIES AND LIBERAL ARTS COLLEGES, EACH WITH ITS OWN UNIQUE EMPHASIS ON RESEARCH OUTPUT, UNDERGRADUATE EDUCATION, OR A BALANCE OF BOTH.

THE CORE RESPONSIBILITIES OF A TENURE TRACK PHYSICIST USUALLY REVOLVE AROUND THREE MAIN PILLARS: CONDUCTING ORIGINAL RESEARCH, TEACHING UNDERGRADUATE AND GRADUATE STUDENTS, AND CONTRIBUTING TO THE ACADEMIC COMMUNITY THROUGH SERVICE. THE EXPECTATION IS THAT THE CANDIDATE WILL NOT ONLY EXCEL IN THEIR CHOSEN SUBFIELD OF PHYSICS BUT ALSO ESTABLISH A DISTINCT RESEARCH IDENTITY THAT WILL ATTRACT FUNDING AND CONTRIBUTE TO THE DEPARTMENT'S OVERALL ACADEMIC STANDING. THIS DUAL MANDATE OF RESEARCH AND TEACHING REQUIRES A MULTIFACETED SKILLSET AND A DEDICATION TO CONTINUOUS PROFESSIONAL DEVELOPMENT. THE "TENURE" ASPECT, OFTEN AWARDED AFTER FIVE TO SEVEN YEARS OF SUCCESSFUL PERFORMANCE, PROVIDES A LEVEL OF SECURITY AND ACADEMIC FREEDOM THAT ALLOWS RESEARCHERS TO PURSUE BOLD, LONG-TERM PROJECTS WITHOUT THE IMMEDIATE PRESSURE OF CONSTANT JOB SEEKING.

## ESSENTIAL QUALIFICATIONS FOR TENURE TRACK PHYSICS POSITIONS

THE PATH TO A TENURE TRACK PHYSICS JOB IS HIGHLY COMPETITIVE AND DEMANDS A STRONG ACADEMIC AND RESEARCH FOUNDATION. AT THE FOREFRONT OF THESE REQUIREMENTS IS, WITHOUT QUESTION, A PH.D. IN PHYSICS FROM A REPUTABLE INSTITUTION. THIS DOCTORAL DEGREE SIGNIFIES THAT AN INDIVIDUAL HAS UNDERGONE EXTENSIVE TRAINING IN THEORETICAL AND EXPERIMENTAL PHYSICS, DEMONSTRATED THE ABILITY TO CONDUCT INDEPENDENT RESEARCH, AND CONTRIBUTED NEW KNOWLEDGE TO THE FIELD THROUGH THEIR DISSERTATION. POSTDOCTORAL RESEARCH EXPERIENCE IS ALMOST UNIVERSALLY A PREREQUISITE, SERVING AS A CRUCIAL BRIDGE BETWEEN DOCTORAL STUDIES AND FACULTY POSITIONS.

POSTDOCTORAL FELLOWSHIPS ALLOW CANDIDATES TO DEEPEN THEIR RESEARCH EXPERTISE, COLLABORATE WITH LEADING SCIENTISTS, PUBLISH IN HIGH-IMPACT JOURNALS, AND DEVELOP AN INDEPENDENT RESEARCH AGENDA. THE DURATION AND QUALITY OF THIS POSTDOCTORAL WORK CAN SIGNIFICANTLY INFLUENCE AN APPLICANT'S COMPETITIVENESS. BEYOND FORMAL EDUCATION AND RESEARCH EXPERIENCE, A STRONG PUBLICATION RECORD IS PARAMOUNT. HIRING COMMITTEES METICULOUSLY REVIEW A CANDIDATE'S BIBLIOGRAPHY, LOOKING FOR PEER-REVIEWED ARTICLES IN PRESTIGIOUS JOURNALS, EVIDENCE OF CONSISTENT RESEARCH PRODUCTIVITY, AND IMPACTFUL CONTRIBUTIONS TO THEIR SUBDISCIPLINE. THE ABILITY TO ATTRACT EXTERNAL FUNDING, WHETHER THROUGH GRANTS OR FELLOWSHIPS, IS ALSO INCREASINGLY IMPORTANT, AS IT DEMONSTRATES A CANDIDATE'S POTENTIAL TO SUSTAIN A RESEARCH PROGRAM AND CONTRIBUTE TO THE DEPARTMENT'S FINANCIAL HEALTH.

FURTHERMORE, PEDAGOGICAL SKILLS ARE ESSENTIAL, EVEN IN RESEARCH-INTENSIVE INSTITUTIONS. EVIDENCE OF EFFECTIVE

TEACHING, SUCH AS POSITIVE STUDENT EVALUATIONS, DEVELOPED COURSE MATERIALS, OR EXPERIENCE AS A TEACHING ASSISTANT, CAN BE A DECIDING FACTOR. SOME POSITIONS MAY ALSO SPECIFICALLY LOOK FOR CANDIDATES WITH EXPERIENCE IN CURRICULUM DEVELOPMENT OR A COMMITMENT TO INNOVATIVE TEACHING METHODS. NETWORKING AND BUILDING PROFESSIONAL RELATIONSHIPS WITHIN THE PHYSICS COMMUNITY ARE ALSO INVALUABLE. ATTENDING CONFERENCES, PRESENTING RESEARCH, AND ENGAGING WITH ESTABLISHED FACULTY CAN LEAD TO VALUABLE INSIGHTS, MENTORSHIP, AND EVEN DIRECT RECOMMENDATIONS, ALL OF WHICH CAN BOLSTER AN APPLICATION FOR TENURE TRACK PHYSICS JOBS.

## THE APPLICATION PROCESS FOR TENURE TRACK PHYSICS JOBS

EMBARKING ON THE SEARCH FOR TENURE TRACK PHYSICS JOBS INVOLVES A METICULOUS AND OFTEN LENGTHY APPLICATION PROCESS. THE JOURNEY TYPICALLY BEGINS BY IDENTIFYING RELEVANT OPENINGS THROUGH ACADEMIC JOB BOARDS, UNIVERSITY WEBSITES, AND PROFESSIONAL SOCIETY LISTINGS. ONCE A SUITABLE POSITION IS FOUND, THE APPLICANT MUST ASSEMBLE A COMPREHENSIVE APPLICATION PACKAGE, WHICH USUALLY INCLUDES SEVERAL KEY COMPONENTS. A WELL-CRAFTED CURRICULUM VITAE (CV) IS THE CORNERSTONE, DETAILING ACADEMIC HISTORY, RESEARCH EXPERIENCE, PUBLICATIONS, PRESENTATIONS, TEACHING EXPERIENCE, GRANTS, AWARDS, AND PROFESSIONAL SERVICE.

THE RESEARCH STATEMENT IS ANOTHER CRITICAL DOCUMENT, PROVIDING A NARRATIVE OF PAST RESEARCH ACCOMPLISHMENTS AND OUTLINING A CLEAR, COMPELLING, AND FEASIBLE RESEARCH PLAN FOR THE FUTURE. THIS STATEMENT SHOULD ARTICULATE THE APPLICANT'S VISION, HIGHLIGHT POTENTIAL AVENUES FOR FUNDING, AND DEMONSTRATE HOW THEIR RESEARCH INTERESTS ALIGN WITH THE DEPARTMENT'S EXISTING STRENGTHS AND STRATEGIC GOALS. A TEACHING STATEMENT, ARTICULATING PEDAGOGICAL PHILOSOPHY, EXPERIENCE, AND A VISION FOR CONTRIBUTING TO THE DEPARTMENT'S EDUCATIONAL MISSION, IS ALSO INCREASINGLY EXPECTED. IN ADDITION, APPLICANTS ARE TYPICALLY REQUIRED TO SUBMIT A COVER LETTER, TAILORING THEIR APPLICATION TO THE SPECIFIC INSTITUTION AND POSITION, AND A MINIMUM OF THREE LETTERS OF RECOMMENDATION FROM INDIVIDUALS WHO CAN SPEAK AUTHORITATIVELY ABOUT THEIR RESEARCH ABILITIES, ACADEMIC POTENTIAL, AND CHARACTER.

THE SUBMISSION DEADLINE IS USUALLY STRICT, AND ADHERENCE TO ALL FORMATTING AND CONTENT REQUIREMENTS IS CRUCIAL. MANY UNIVERSITIES ALSO REQUIRE APPLICANTS TO SUBMIT DIVERSITY STATEMENTS, OUTLINING THEIR COMMITMENT TO FOSTERING AN INCLUSIVE AND EQUITABLE ACADEMIC ENVIRONMENT. THE SHEER VOLUME OF APPLICATIONS FOR DESIRABLE TENURE TRACK PHYSICS JOBS MEANS THAT STANDING OUT REQUIRES NOT ONLY MEETING THE QUALIFICATIONS BUT ALSO PRESENTING THEM IN A CLEAR, CONCISE, AND PERSUASIVE MANNER, DEMONSTRATING A GENUINE ENTHUSIASM FOR THE SPECIFIC INSTITUTION AND ITS ACADEMIC COMMUNITY.

## NAVIGATING THE INTERVIEW GAUNTLET

SUCCESSFULLY NAVIGATING THE INTERVIEW PROCESS IS ARGUABLY THE MOST CHALLENGING PHASE OF SECURING TENURE TRACK PHYSICS JOBS. ONCE AN APPLICATION PACKAGE PASSES THE INITIAL SCREENING, CANDIDATES ARE OFTEN INVITED FOR A PRELIMINARY INTERVIEW, WHICH MAY BE CONDUCTED REMOTELY VIA VIDEO CONFERENCE. THIS INITIAL CONVERSATION AIMS TO GAUGE THE CANDIDATE'S SUITABILITY FOR THE ROLE, ASSESS THEIR COMMUNICATION SKILLS, AND DETERMINE IF THEY ARE A GOOD FIT FOR THE DEPARTMENT'S CULTURE AND RESEARCH FOCUS. FOLLOWING THIS, A SELECT GROUP OF CANDIDATES WILL BE INVITED FOR AN ON-CAMPUS INTERVIEW, A RIGOROUS MULTI-DAY EXPERIENCE DESIGNED TO PROVIDE AN IN-DEPTH EVALUATION.

THE ON-CAMPUS INTERVIEW TYPICALLY INCLUDES SEVERAL KEY COMPONENTS. A CENTRAL ELEMENT IS THE RESEARCH SEMINAR, WHERE THE CANDIDATE PRESENTS THEIR PAST RESEARCH AND OUTLINES THEIR FUTURE RESEARCH PROGRAM TO THE ENTIRE DEPARTMENT. THIS PRESENTATION MUST BE CLEAR, ENGAGING, AND ACCESSIBLE TO A DIVERSE AUDIENCE, SHOWCASING NOT ONLY SCIENTIFIC RIGOR BUT ALSO THE ABILITY TO COMMUNICATE COMPLEX IDEAS EFFECTIVELY. CANDIDATES WILL ALSO ENGAGE IN NUMEROUS INDIVIDUAL MEETINGS WITH FACULTY MEMBERS, DEPARTMENT CHAIRS, DEANS, AND SOMETIMES EVEN GRADUATE STUDENTS. THESE MEETINGS ARE OPPORTUNITIES TO DISCUSS RESEARCH, TEACHING, AND POTENTIAL COLLABORATIONS, AND TO ASSESS THE CANDIDATE'S PERSONALITY AND COLLEGIALITY.

TEACHING DEMONSTRATIONS MAY ALSO BE PART OF THE INTERVIEW, ALLOWING CANDIDATES TO SHOWCASE THEIR PEDAGOGICAL ABILITIES IN A CLASSROOM SETTING. THE INTERVIEW PROCESS IS A TWO-WAY STREET; IT IS ALSO THE CANDIDATE'S CHANCE TO LEARN MORE ABOUT THE DEPARTMENT, THE INSTITUTION, AND THE SURROUNDING COMMUNITY. ASKING INSIGHTFUL QUESTIONS ABOUT RESEARCH FACILITIES, FUNDING OPPORTUNITIES, DEPARTMENTAL CULTURE, AND STUDENT SUPPORT DEMONSTRATES ENGAGEMENT AND A GENUINE INTEREST IN THE POSITION. THE OVERALL GOAL OF THE INTERVIEW IS FOR THE HIRING COMMITTEE TO DETERMINE IF THE CANDIDATE POSSESSES THE INTELLECTUAL FIREPOWER, RESEARCH POTENTIAL, TEACHING APTITUDE, AND INTERPERSONAL SKILLS NECESSARY TO THRIVE ON TENURE TRACK.

# STRATEGIES FOR SUCCESS IN THE TENURE TRACK JOB MARKET

THE COMPETITIVE NATURE OF TENURE TRACK PHYSICS JOBS NECESSITATES A STRATEGIC AND PROACTIVE APPROACH TO THE JOB SEARCH. EARLY PREPARATION IS KEY; BEGIN THINKING ABOUT YOUR RESEARCH TRAJECTORY, PUBLICATION STRATEGY, AND POTENTIAL FUNDING AVENUES WELL BEFORE YOU BEGIN APPLYING. ACTIVELY SEEK OUT MENTORS AND COLLABORATORS WHO CAN PROVIDE GUIDANCE, FEEDBACK ON YOUR RESEARCH, AND POTENTIALLY WRITE STRONG LETTERS OF RECOMMENDATION. BUILDING A STRONG NETWORK WITHIN THE PHYSICS COMMUNITY CAN LEAD TO INVALUABLE ADVICE AND OPPORTUNITIES THAT MIGHT NOT BE ADVERTISED BROADLY.

WHEN CRAFTING YOUR APPLICATION MATERIALS, PAY METICULOUS ATTENTION TO DETAIL. TAILOR YOUR COVER LETTER AND RESEARCH STATEMENT TO EACH SPECIFIC INSTITUTION, HIGHLIGHTING HOW YOUR INTERESTS AND EXPERTISE ALIGN WITH THEIR DEPARTMENTAL NEEDS AND EXISTING RESEARCH STRENGTHS. QUANTIFY YOUR ACHIEVEMENTS WHENEVER POSSIBLE – FOR INSTANCE, MENTIONING THE NUMBER OF STUDENTS YOU’VE MENTORED OR THE IMPACT OF YOUR RESEARCH BASED ON CITATIONS. FOR THE RESEARCH SEMINAR, PRACTICE EXTENSIVELY TO ENSURE A CLEAR, CONCISE, AND ENGAGING PRESENTATION THAT CAN BE ADAPTED TO DIFFERENT AUDIENCES. PREPARE THOUGHTFUL QUESTIONS FOR YOUR INTERVIEWS, DEMONSTRATING YOUR GENUINE INTEREST AND CRITICAL THINKING SKILLS.

IT’S ALSO CRUCIAL TO BE REALISTIC ABOUT THE JOB MARKET AND TO BE PREPARED FOR POTENTIAL SETBACKS. NOT EVERY APPLICATION WILL LEAD TO AN INTERVIEW, AND NOT EVERY INTERVIEW WILL RESULT IN AN OFFER. CONSIDER A BROAD RANGE OF INSTITUTIONS, FROM LARGE RESEARCH UNIVERSITIES TO SMALLER LIBERAL ARTS COLLEGES, AS EACH OFFERS A DIFFERENT CAREER PATH AND ENVIRONMENT. NETWORKING AT CONFERENCES CAN BE INCREDIBLY BENEFICIAL, ALLOWING YOU TO MEET POTENTIAL COLLEAGUES AND LEARN ABOUT UNADVERTISED POSITIONS. PERSISTENCE AND A POSITIVE ATTITUDE, COUPLED WITH A WELL-EXECUTED STRATEGY, ARE VITAL FOR SUCCESS IN THE DEMANDING TENURE TRACK PHYSICS JOB MARKET.

## THE EVOLVING LANDSCAPE OF ACADEMIC PHYSICS CAREERS

THE LANDSCAPE OF ACADEMIC PHYSICS CAREERS IS DYNAMIC AND CONTINUES TO EVOLVE, INFLUENCED BY CHANGES IN FUNDING, PEDAGOGICAL APPROACHES, AND THE BROADER SOCIETAL EMPHASIS ON STEM FIELDS. WHILE TRADITIONAL TENURE TRACK POSITIONS AT RESEARCH UNIVERSITIES REMAIN A PRIMARY GOAL FOR MANY, ALTERNATIVE ACADEMIC CAREERS AND NON-TENURE TRACK FACULTY ROLES ARE ALSO BECOMING MORE PREVALENT AND VALUED. INSTITUTIONS ARE INCREASINGLY SEEKING FACULTY WHO CAN CONTRIBUTE TO INTERDISCIPLINARY RESEARCH INITIATIVES, ENGAGE IN PUBLIC OUTREACH, AND DEVELOP INNOVATIVE CURRICULA THAT PREPARE STUDENTS FOR A DIVERSE RANGE OF CAREER PATHS.

THE INCREASING EMPHASIS ON COLLABORATION AND THE RISE OF LARGE-SCALE, INTERDISCIPLINARY RESEARCH PROJECTS MEAN THAT CANDIDATES WITH EXPERIENCE WORKING IN DIVERSE TEAMS AND COMMUNICATING ACROSS DIFFERENT SCIENTIFIC DISCIPLINES ARE HIGHLY SOUGHT AFTER. FURTHERMORE, THERE’S A GROWING RECOGNITION OF THE IMPORTANCE OF DIVERSITY, EQUITY, AND INCLUSION IN PHYSICS, AND INSTITUTIONS ARE ACTIVELY SEEKING FACULTY WHO CAN CONTRIBUTE TO CREATING A MORE WELCOMING AND SUPPORTIVE ENVIRONMENT FOR ALL STUDENTS AND RESEARCHERS. THIS MAY MANIFEST IN DIVERSITY STATEMENTS BEING A STANDARD PART OF APPLICATIONS OR IN INTERVIEW QUESTIONS FOCUSING ON A CANDIDATE’S COMMITMENT TO THESE PRINCIPLES.

THE FUNDING LANDSCAPE ALSO PLAYS A SIGNIFICANT ROLE, WITH SHIFTS IN PRIORITIES FROM GOVERNMENT AGENCIES AND PRIVATE FOUNDATIONS INFLUENCING THE TYPES OF RESEARCH THAT ARE SUPPORTED. CONSEQUENTLY, PHYSICISTS WHO CAN DEMONSTRATE THE BROADER SOCIETAL IMPACT AND POTENTIAL FOR ECONOMIC DEVELOPMENT STEMMING FROM THEIR RESEARCH MAY FIND THEMSELVES MORE COMPETITIVE. STAYING AHEAD OF THESE TRENDS AND ADAPTING ONE’S RESEARCH AND TEACHING PORTFOLIO ACCORDINGLY IS ESSENTIAL FOR LONG-TERM SUCCESS IN THE ACADEMIC PHYSICS WORLD, WHETHER AIMING FOR A TRADITIONAL TENURE TRACK PHYSICS JOB OR EXPLORING OTHER VALUABLE ACADEMIC AVENUES.

## FREQUENTLY ASKED QUESTIONS ABOUT TENURE TRACK PHYSICS JOBS

### Q: WHAT IS THE TYPICAL TIMELINE FOR SECURING A TENURE TRACK PHYSICS JOB AFTER COMPLETING A PH.D.?

A: THE PROCESS IS QUITE LENGTHY. AFTER COMPLETING A PH.D., MOST INDIVIDUALS UNDERTAKE 2-3 YEARS (OR MORE) OF POSTDOCTORAL RESEARCH. THE ACADEMIC JOB APPLICATION CYCLE TYPICALLY RUNS FROM EARLY FALL TO LATE SPRING. MANY PEOPLE APPLY FOR JOBS DURING THEIR FINAL YEAR OF POSTDOCTORAL WORK, WITH OFFERS OFTEN EXTENDED FOR POSITIONS STARTING THE FOLLOWING ACADEMIC YEAR.

## **Q: IS A STRONG PUBLICATION RECORD ABSOLUTELY ESSENTIAL FOR TENURE TRACK PHYSICS JOBS?**

A: YES, A STRONG PUBLICATION RECORD IN REPUTABLE, PEER-REVIEWED JOURNALS IS ONE OF THE MOST CRITICAL COMPONENTS OF AN APPLICATION FOR TENURE TRACK PHYSICS JOBS. HIRING COMMITTEES USE PUBLICATIONS TO ASSESS A CANDIDATE'S RESEARCH PRODUCTIVITY, IMPACT, AND POTENTIAL TO ESTABLISH AN INDEPENDENT RESEARCH PROGRAM.

## **Q: HOW IMPORTANT IS TEACHING EXPERIENCE FOR RESEARCH-FOCUSED TENURE TRACK POSITIONS?**

A: WHILE RESEARCH IS PARAMOUNT FOR RESEARCH-INTENSIVE TENURE TRACK POSITIONS, TEACHING EXPERIENCE IS STILL VERY IMPORTANT. INSTITUTIONS WANT TO ENSURE THAT CANDIDATES CAN EFFECTIVELY TEACH UNDERGRADUATE AND GRADUATE STUDENTS, CONTRIBUTE TO THE CURRICULUM, AND ENGAGE STUDENTS IN THE LEARNING PROCESS. DEMONSTRATING A PASSION FOR TEACHING AND A CLEAR PEDAGOGICAL APPROACH CAN SIGNIFICANTLY STRENGTHEN AN APPLICATION.

## **Q: WHAT IS THE DIFFERENCE BETWEEN A TENURE TRACK POSITION AND A NON-TENURE TRACK POSITION IN PHYSICS?**

A: A TENURE TRACK POSITION IS A PATHWAY TO PERMANENT EMPLOYMENT (TENURE) AFTER A PROBATIONARY PERIOD, EMPHASIZING RESEARCH, TEACHING, AND SERVICE. NON-TENURE TRACK POSITIONS ARE OFTEN CONTRACT-BASED, MAY FOCUS PRIMARILY ON TEACHING (E.G., LECTURER, INSTRUCTOR), OR BE FOR SPECIFIC RESEARCH PROJECTS (E.G., RESEARCH SCIENTIST) WITH NO GUARANTEE OF LONG-TERM EMPLOYMENT OR A PATH TO TENURE.

## **Q: HOW CAN I MAKE MY RESEARCH STATEMENT STAND OUT FOR TENURE TRACK PHYSICS JOB APPLICATIONS?**

A: TO MAKE YOUR RESEARCH STATEMENT STAND OUT, CLEARLY ARTICULATE YOUR PAST ACCOMPLISHMENTS AND THEIR SIGNIFICANCE. PRESENT A COMPELLING, NOVEL, AND FEASIBLE RESEARCH PLAN FOR THE FUTURE, EXPLAINING HOW IT ALIGNS WITH THE DEPARTMENT'S STRENGTHS AND HOW YOU PLAN TO SECURE FUNDING. SHOW YOUR PASSION AND VISION FOR THE FIELD, DEMONSTRATING INDEPENDENCE AND LEADERSHIP POTENTIAL.

## **Q: ARE DIVERSITY STATEMENTS REQUIRED FOR TENURE TRACK PHYSICS JOBS?**

A: INCREASINGLY, YES. MANY UNIVERSITIES NOW REQUIRE A DIVERSITY STATEMENT AS PART OF THE APPLICATION FOR TENURE TRACK PHYSICS JOBS. THIS STATEMENT ALLOWS CANDIDATES TO OUTLINE THEIR COMMITMENT TO PROMOTING DIVERSITY, EQUITY, AND INCLUSION WITHIN THE ACADEMIC ENVIRONMENT, AND TO SHARE THEIR EXPERIENCES AND STRATEGIES FOR FOSTERING AN INCLUSIVE ATMOSPHERE.

## **Q: WHAT ARE SOME COMMON SUBFIELDS OF PHYSICS THAT FREQUENTLY HAVE TENURE TRACK OPENINGS?**

A: COMMON SUBFIELDS WITH FREQUENT TENURE TRACK PHYSICS JOB OPENINGS INCLUDE CONDENSED MATTER PHYSICS, PARTICLE PHYSICS, ASTROPHYSICS, ATOMIC, MOLECULAR, AND OPTICAL (AMO) PHYSICS, AND BIOPHYSICS. HOWEVER, OPENINGS CAN APPEAR IN VIRTUALLY ANY AREA OF PHYSICS DEPENDING ON DEPARTMENTAL NEEDS AND EMERGING RESEARCH AREAS.

## **Q: HOW CAN I PREPARE FOR THE ON-CAMPUS INTERVIEW FOR A TENURE TRACK PHYSICS POSITION?**

A: PREPARATION FOR THE ON-CAMPUS INTERVIEW INVOLVES PRACTICING YOUR RESEARCH SEMINAR THOROUGHLY, ANTICIPATING QUESTIONS ABOUT YOUR RESEARCH AND TEACHING, AND PREPARING THOUGHTFUL QUESTIONS FOR THE FACULTY AND

ADMINISTRATION. RESEARCH THE DEPARTMENT'S FACULTY AND THEIR WORK TO IDENTIFY POTENTIAL COLLABORATORS AND TO SHOW YOUR SPECIFIC INTEREST IN THEIR INSTITUTION.

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