**Q**: Do you (any of the Deans) favor teaching faculty with experience in virtual/asynchronous teaching experience? Is this something to highlight as job seekers?

A: This is Wendy Kramer with AOM Career Services and my committee has emphasized adding this experience and comfort to your CV

**Q**: Are the job positions likely posted on a different timeline this year at RSM? Should we expect several in management?

A (Prof. Richter): Our recruitment timeline won't be fundamentally different from what it was in previous years. Yes, there will be positions in the management area (broadly defined) as well, in three of our seven Departments (People & Organisations, Strategy & Entrepreneurship, Business Society Management).

A (Prof. de la Vega): Same for EGADE and TEC . As @Ansgar and RSM we are open, even with the freeze for positions in some of our departments, Strategy , Marketing, Entrepreneurship, Business Sustainability

**Q**: Will there be a virtual job market at the virtual AOM Conference this year? Thank you very much

A: Yes there will. We are finalizing our vendor and hope to have more information in the next two weeks

**Q**: Would it be possible that all job interviews go virtual without having any in-person one?

A: I have seen/heard candidates getting interviews and job offers all virtually! (in Europe)

A (Prof. Richter): We also make job offers to candidates on the basis of a Zoom-base process. It is certainly helpful to already have visited the campus on previous occasions, but we will also extend offers on the basis of zoom presentations, interviews, etc.

A: (Dalhia Mani, IIMB) Yes, at my institute we have been having job talks, interviews and offers all virtually.

**Comment**: I confirm that North American PhDs and post-docs are very highly valued there. Several business schools there very interested in becoming more international (read: North American) for various reasons (rankings, research outputs, etc). Whether we think this is good or bad, there are opportunities there if you are trained in North America!