

# WHAT TO EXPECT **AFTER** APPLYING

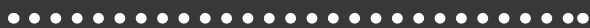
Curious about what happens between application and hire?  
Here is what most applicants can expect.

## 1. APPLICATION SUBMITTED

You did it! You drafted the perfect resume, gathered application materials, and clicked the submit button.

### What can you expect?

You should receive an email confirming your submission.



## 2. APPLICATION REVIEWED

This phase can take between a few days to a few weeks. During this period of time, the search committee is:

- Reviewing the first batch of applicants.
- Removing unqualified applicants from consideration.
- Identifying applicants based on job-related credentials.
- Determining whether to begin interviews or wait for more applicants.

### What can you expect?

If you are no longer under consideration, you will receive an email or application status update.

### What can you do?

- Check your profile to see if your application status has changed.
- Check job posting for any job-related updates.



## 3. INTERVIEWS CONDUCTED

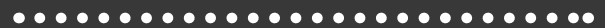
If the search committee considers you a top candidate, they will extend an invitation for an interview. Interviews may be conducted by phone, online or in person.

### What can you expect?

- This phase may involve one or more interviews.
- The search committee may begin contacting your references.
- If you are no longer under consideration, you will receive an email notification or application status update.

### What can you do?

- Review the posting to understand the duties and requirements of the position.
- Review your work history and be prepared to discuss specific examples of your ideas and work.
- Research the College and department to better understand how your skillset can be an asset.



## 4. OFFER EXTENDED

The search committee considers you the top candidate and recommends you for hire. Human Resources extends an offer.

### What can you do?

- Evaluate the offer terms (e.g., location, pay, benefits, schedule, etc.)



## 5. OFFER ACCEPTED

Congratulations! You have accepted the offer and will begin your onboarding process.

**Questions?** Contact Human Resources at [hr@lee.edu](mailto:hr@lee.edu) or 281.425.6875