

Internal Process of  
Department  $j$

Candidates  
 $S_j$

Submit

Traditional Materials  
(e.g., CV)  
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Questionnaire  
(Optional)

Input

Confidence-Calibrated  
Interview Selection  
(Algorithm 1)

Output

Interview Set  
 $I_j$

Historical  
Offer-Acceptances  
 $\{X_{i,t}, Y_{i,t}\}$

Learn  $\pi_{ji}$

Outcome  
Offer-Acceptances  
 $\{X_{i,T+1}, Y_{i,T+1}\}$

$t = 1, 2, \dots, T$

$t = T + 1$

Year