

## Internal Process of Department $j$

Candidates  
 $S_j$

Submit

Traditional Materials  
(e.g., CV)

Questionnaire  
(Optional)

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

Learn  $\pi_{ji}$

Confidence-Calibrated  
Interview Selection  
(Algorithm 1)

Input

Output

Interview Set  
 $I_j$

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

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

$t = T + 1$

Year