**Questions for phone interviews Assistant Professor Geology (adapted from Mike Engelhardt and Lynn Katz from prior searches):**

1. Introductions and explanation of search process.
2. What inspired you to pursue an academic career?
3. Can you describe the objectives of your dissertation research and the impact of the results?
4. If you were to come to UT, what would be the focus of your first research proposals and where would you submit it?
5. Tell us a little bit about your teaching experience and what you’d like to teach.
6. Questions for us?

If time allows:

1. What types of researchers at the University would you be looking to collaborate with on these ideas?

**Interview questions for Full Professor Geology Chair Candidates**

Research directions

1. Why do you want to come to UT?
2. Where do you see yourself in 5 years? What would you do with a $1m windfall?
3. Where do you see yourself in 10 years? How would you fund your program?
4. What kind of research group would you build here? What is your ideal research group set-up? (e.g. how many, grads, post-docs, undergrads, etc.)

Teaching and mentoring

1. Which classes/field programs would you like to teach?
2. How would you train your graduate students (what skills)?
3. Where have your students/would your students find employment?
4. Where do you see opportunities and challenges in the differences in graduate education between the US and [country of origin]?

Vision and planning

1. How do you think your program would integrate with DGS and JSG?
2. What opportunities for multi-disciplinary and/or collaborative work does your research offer?
3. What potential new hiring directions in JSG would you like to see? Would you build on strengths or try to explore new directions?
4. How did your conversation with the Dean go?

**Interview questions for Assistant Professor Geology (SLAC)**

1. For promotion and tenure considerations the University regards teaching effectiveness as most important. In your opinion, what constitutes effective teaching?
   1. What is your one main strength as a teacher?
   2. What would you consider to be your greatest weakness as a teacher?
   3. What concept in your discipline is the most difficult to explain to people who know nothing about it?
2. What topics would you include in an undergraduate, upper division course in your discipline? What do you think are the best texts for teaching such a course? Why?
3. We are primarily an undergraduate institution that offers a limited number of MS degrees and PhD degrees in specially approved programs. Consequently, the University has a stronger focus on teaching rather than research. How do you feel you would function teaching a course load that includes 12 semester credits of teaching (3-4 classes per semester)?
   1. How do you feel you would function teaching a course load that includes many lower division and Gen Ed courses?
4. Do you have experience with a diverse student population? What could you do to help us to diversify the student population in the Geology program?
5. Are you interested in teaching in the master’s program?
   1. What you include in a graduate-level course in your discipline? What would distinguish it from an undergraduate-level course?
   2. What field and laboratory component, if any, should be included in specialized courses at the upper division and masters-level of your discipline?
6. Many of our general education courses, geology major courses, and graduate-level courses include a field trip or mapping component. Please tell us about your field experience.
   1. Have you taught in the field? What techniques would you use to teach your discipline in the field?
   2. What constitutes a well-run field trip?
7. What avenues of research or scholarly activity do you hope to pursue here?
   1. How would you balance your research with the teaching load at this institution?
   2. What facilities would you need to build a research program here?
   3. What types of analytical equipment do you use in your research? Do you envision creating such a lab here or will you use labs elsewhere?
8. Have you received funding for projects or research in which you have been involved? If so, describe the nature of funding.
   1. How would you fund your research here?
9. What sort of collaborative efforts do you foresee in your future research and who might you work with?
   1. Do you foresee using undergraduate researchers in your work? If so in what capacity?
10. Do you feel you would be an effective liaison with employers who may offer your student jobs?
11. The University expects faculty to participate in the shared governance of the University by serving on committees, and to perform service in the community using their professional skills. Do you have particular educational, institutional or professional interests that you would like to pursue as you perform you service responsibilities?
12. What appeals to you most about this department?
13. Are there any questions that you would like to ask us?