

Potential Questions

General

1. What kind of experience do you look for in tenure track candidates?
2. Do you like to see candidates who complete postdoc positions?
3. Should new candidates already have funding sources ready?
4. What considerations should be made in choosing a post-doc for grad students who want to pursue faculty positions?
5. What is a usual number of applicants for the same faculty position opening in the current job market?
6. What is the maximum number of postdoc years before it is viewed negatively and can you apply too much (i.e. number of application cycles)?

Application Materials

1. How do you come up with a unique research statement and how do you distinguish yourself from your advisor? How many ideas? Long-term vs. short-term vision?
2. What is the first document that you read and which do you consider the most important?
3. How should one consider the lifetime of a publication in terms of getting hired and how do you view the papers published?
4. What distinguishes candidates from one another and are there any immediate red flags for exclusion?
5. What is the relevant importance of the teaching statement, diversity statement, or any other aspects of the application materials?
6. How does one select departments, do you look at candidates that are more interdisciplinary that aren't in the same field? I.e. applying as a civil engineer for aerospace?

Interview Process

1. General suggestions on interviewing in a group, one-on-one meetings, chalk talks? Specific vs broad presentations?
2. What are you looking for during the interview process?
3. Any there any red flags or x factors in interacting with other department members or faculty for example scheduling, communications, etc.?
4. What does a successful interview candidate look like? Do they do anything specific that attracts your attention?

Post Offer Negotiations

1. General thoughts on offers and how to successfully negotiate start up packages?
2. Can you speak about the process for attempting a spousal hire when both parties are aiming to be academics? Roughly how often is a spousal hire requested, and how often is it granted?