



QUESTIONS TO ASK DURING ON-CAMPUS INTERVIEWS

Assistant Professors

- What was your transition to the department like? Were there any obstacles or unexpected aspects of the transition?
- How does the department mentor new faculty?
- What attention is given to ensuring equity and inclusion within the department?
- What is distinctive about the student body at this university?
- What is the best thing about joining this faculty?

Associates

- What has been your experience with the annual review/tenure process?
- How does the department and college address issues related to equity and inclusion?
- What helpful feedback did you receive during the tenure process?
- What is the biggest difference in your work experience pre and post tenure?

Full Professors

- Based on your experience, where do you see the department going in the near future?
- What big changes have you seen in the department since you've been here?
- What actions do the professors take to promote equity and inclusion in the discipline?
- What advice do you have for new assistant professors joining the department?

Department Chair

- What research support does the department offer?
- What is the department's annual review process?
- What substantive reviews does the department conduct?
- How do issues related to equity and inclusion get handled within the department?
- What resources for teaching and research does the department have?
- Does the department have teaching releases pre and post tenure?
- I am active in X and X associations, what resources does the department have for conference travel?

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Associate Dean

- What proportion of tenure cases with departmental support get denied tenure?
- What type of support/resources does the college have for teaching and research?
- How does the department fit into the broader college environment?
- How do issues related to equity and inclusion get handled within the college?
- Where do you see the department going in 5/10 years?
- What major trends do you see happening across the university?
- What do you see as the most important aspects of the college's strategic plan?

Graduate Students

- What are your interests, in terms of programs of study?
- What courses would you like to see added to the graduate curriculum?
- How are graduate classes typically designed?
- What is life like for graduate students outside of the classroom?
- What is the culture like in the department between grad students and faculty?
- What is the culture like for underrepresented minorities and international students?
- What are the funding opportunities for graduate students?
- What are the long-term goals of the graduate students?
- What's good?

Lecturers

- How uniform are the basic courses?
- Is there typically a lot of collaboration on course lessons/syllabi?
- What is your typical format for public speaking?
- What is the culture of the department (research faculty, teaching faculty, graduate students)?
- Do you experience support for equity and inclusion in the classroom?
- What is unique about the undergraduate students?
- What is it like to live and raise a family in _____?