

## Sample Questions to Ask During Interview

### ALL FACULTY MEMBERS

What kind of research are you currently working on?  
What do you teach? What kind of load have you been teaching? What is the ratio of graduate to undergraduate courses faculty teach?  
Do you get to teach what you want?  
How is the departmental service load? Many committees? Many faculty meetings?  
What are the department's strengths?  
What would you like to see improved in the department?  
How do people seem to get along in the department?  
What is the structure of governance in the department (formal and informal)?  
How are the computing/library/administrative support (personnel and resources)?  
Is there secretarial support? Help/budget for photocopying? Budget for phone calls?  
What kind of travel support is available for conferences?  
What kinds of seed and small grant opportunities are available for research support/teaching development?  
What are the strengths (and/or weaknesses) of the department/university in facilitating research?  
Who helps out with your travel reimbursements, sending papers out, proposal submissions, etc... (especially ask junior faculty)?  
How helpful is this support?  
What are the department and university histories and criteria on tenure and promotion?  
How is the financial health of the department, college and/or university?  
What are the best and worst parts of living in \_\_\_\_\_?  
How is the cost of living? housing?  
What area do you live in? How is the commute?  
Other topics: recreational/entertainment activities, public transportation, local politics, schools

### JUNIOR FACULTY MEMBERS

How are your relations with senior faculty in the department?  
How fair do the department evaluations and raises seem to be?  
How are you feeling about your prospects for tenure and promotion?  
How is the level of cooperation/competition among junior faculty here?  
What kind of benefits did you receive when you arrived as new faculty (like course reductions, service load reductions, moving costs and/or extra salary, PCs and other equipment, research funds, etc.)?

### DEPT CHAIR/HEAD

How is the position of the department in the college and university?

What is the teaching load? Grad vs. undergrad load?  
What are the policies about buying out of courses to do research?  
What are the department's expectations for productivity?  
What is the service load? Is it equal for jr and sr faculty?  
What kinds of resources are provided? Computer, office space, travel money, seed money, proposal preparation, support staff?  
Are junior sabbaticals available?  
What is the structure of department governance? Committees? How often are faculty meetings?

#### STUDENTS

Ask about their research interests.  
What are the strengths of the dept?  
What could be improved?  
Do they feel connected to the faculty?  
How many years of coursework are there?  
How many years does the avg PhD take?  
How are students doing on the job market?

#### DEAN

What is your view of the X department?  
What is the dept's position in the college and/or university?  
What is the college's position in the university?  
Ask about university-level tenure process.  
Does the university administration ever overrule departments in tenure cases?  
What is the recent history of tenure cases? How have things gone?  
Be ready to give brief description of your research.  
Be ready to discuss resource needs.  
Show a commitment to doing high quality research and teaching.