

Possible Questions to Ask on Onsite Interviews

Deans and VP

Tenure

- What separates a good faculty from a great one at this university?
- How is faculty performance assessed each year? Does this relate to the tenure promotion?
- What is the expectation ratio of research / teaching / service?
- What is the expected time allocation for tenure process? What is the norm here?
- Is outside grant essential for tenure promotion?

Settling in

- What type of research grants or support are available for new faculty?
- Are there faculty development programs within the campus?

Department Head

Tenure

- What is the expectation ratio of research / teaching / service?
- What separates a good faculty from a great one at this department?

Settling in

- How are new faculty mentored?
- How are new faculty oriented and mentored during their first year?
- What type of research grants or support are available for new faculty?
- Are there existing cross-departmental collaborations or campus resources?

Research

- What is the expectation for faculty to balance the time for research and teaching?
- What resources for research are available on campus? Is there a research office on campus to help faculty write grants?
- What resources for research are available in department, such as computer facilities?
- Technology issues: what kind of computer/information technology will be available to me?
- How are interdisciplinary efforts assessed?

Service

- How are professional activities encouraged or supported?
- How active are the faculty in professional associations?
- How active are faculty in the university senate or other university committees?

Teaching

- What courses are you looking to fill?

- What is a normal teaching load? Is it different for beginning faculty? What courses do new faculties teach usually?
- Do people take turns teaching core courses?
- Would I be teaching multiple sections of the same class?
- Do we offer distance course?
- Does the course load change if I get assigned to other duties?
- What is the average number of students per class?
- If a class is particularly large, is a TA or grader provided?
- How are course scheduled?
- What about summer teaching?
- How are teachers evaluated?
- Would I be able to develop or propose new courses?
- How well does the library met the departmental need?

Students

- How are graduate students supported?
- How do graduate students select research advisors?
- Could I ask more about the students, such as their demographics, age range, economic, characteristics, educational backgrounds?
- I know the number of students is growing here. Could I ask how fast is it?

Advising

- What kind of faculty advising is available to students? As a new faculty, how would I be expected to participate?
- What is the typical student load for a faculty advisor?
- Would I be serve on thesis committee?

Faculties

- What research projects are you working on?
- I noticed that you are interested in XXX. Could you tell me more about it?
- What courses are you teaching this semester?
- What is your favorite course to teach?
- I noticed that you like XXX. Tell me more about it.
- What do you like the most about the city? What is it like in summer?

Students

- What courses are you taking in this semester?
- What year are you in? When are you expected to graduate?
- Could I ask about your plans after graduation? Graduate school or industry jobs?
- What do you like the most about the university / city? What is it like in summer?