

# *Phone Interview Questions*

\*Indicates having been asked the question

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## **General:**

- Why did you apply for the job?\*
- What do you contribute/bring to the department?
- What connections would you make with other faculty?
- How do you address X thing mentioned in job ad (reread job ad before)?
- How are you different from leaders in your field?

## **Research:**

- Describe your past experience and research \*\*\*
- Where do you plan to take your research next?
  - A 2/5/10 year plan
- How will you make sure other labs can confirm or replicate your results?
- What are the most important questions in your field right now and how does your work address them?
- Where do you think your field is going in the 10 years? How does your research connect to that and address challenges?
- What does your research matter (to community, to field, to lay people?)
  - How do you connect with community/outreach questions
  - Explain what you do in a way that a non-specialist could understand
- Describe your experiences working with practitioners (as a researcher). \*
- What is the most important/exciting finding from your work, so far?

## **Funding:**

- How will you fund your future research?\*<ul><li>◦ Any funding streams that are novel?</li></ul><li>• What will be the topic of your first grant, with what funder?\*<li>• Describe your grant writing experience\*

- How do you incorporate students in research?
- What projects would you have your first few grad students work on?\*
- What about undergrads?
- How do you promote diversity/inclusivity? (don't restrict to race)\*\*
- How would you address teaching our specific student population?\*
- How will you attract graduate students?
- Methods for teaching to large and small classrooms (specific teaching techniques)
- Describe a situation in which you had to confront a research assistant (grad or undergrad) about not meeting expectations, how did you handle it?
- Describe how you use technology and keep up with the latest technology in teaching\*
- What are mentoring styles you would like to emulate (from your experience) vs things you would do differently?
- Describe your mentoring experience/style/how available do you plan to be?
- Describe experiences working with international students
- Consider your first couple of graduate students.
  - What sort of training do you want them to get/area of expertise do you expect them to develop? (AKA what type of student are you going to produce?)\*

### **Logistics:**

- How will you manage your lab?
- How many people will you hire?
- What will the people you hire do?
- What do you need to be successful? What are your startup costs?

### **“Do you have any questions for me?”**

- Plan for department in next 5 years?
- What do you like about working in the department?
- What is the approach taken to mentoring?
- What is the tenure/promotion process like?
- What are the mechanisms for covering start-up costs?