

QUESTIONS FOR ACADEMIC JOB INTERVIEWS

Teaching

1. What is the course teaching load?
2. What classes would you be expected to teach?
3. How often would you be expected to prepare new courses?
4. Are courses taught onsite, hybrid, and fully online?
5. Would you be involved in both undergraduate and graduate teaching?
6. Would a graduate assistant be available to assist you with teaching?
7. Is summer teaching available? If yes, at full pay or adjunct pay?
8. How is teaching evaluated?
9. Would there be a course reduction for initial year(s) of your appointment?
10. Are faculty involved with curriculum development?
11. Is there room for the faculty to develop new courses in their specialization?

Research

1. What are the expectations for research productivity?
2. Is there a minimum number of articles to be published yearly?
3. Are faculty expected to publish in first-tier journals?
4. Are books valued or expected before tenure?
5. What are the expectations regarding solo versus co-authorship of publications?
6. Is grant funding expected for tenure?
7. Can courses be bought out with grant funding?
8. Can summer be bought out with grant funding?
9. Is engaging in research and publishing with students encouraged?
10. Would a graduate assistant be available to assist with research?
11. Is there any startup research funds for new faculty?
12. How much travel funds are available yearly to present at conferences?
13. Are conference presentations required for tenure?

Service and Advising

1. Are faculty involved in advising students?
2. What kind of service assignments are expected from faculty?
3. Are faculty expected to engage in service to the university, profession, and the community?
4. Does serving as a journal reviewer count as service to the profession?

Other Questions

1. Are there annual faculty evaluations?
2. Are faculty involved in these evaluations or the chair/dean only?
3. Are there merit pay raises available?
4. Is there a third-year review?
5. What is the average percent raise each year?
6. Are department tenure and promotion guidelines available?
7. Does the university assist with moving expenses?
8. Does the university offer tuition waivers for employees, spouses, and children?
9. What percent of salary does the university contribute to a retirement account?
10. Does the university require employees to contribute a percentage of their salary to retirement?
11. Will I have my own office space?