

# **Hiring New Assistant Professors**

## *Twenty-Five Study Questions about the Process*

### **Casting the Net**

1. What makes a research area a high-priority hiring area and what is the stance about interviewing stellar candidates from low-priority hiring areas?
2. How do we think about breadth-versus-depth?
3. How good are we at spotting a diamond-in-the-rough applicant?
4. Are we sufficiently proactive when it comes to interviewing women applicants and applicants from underrepresented groups?
5. To what extent should we recruit from the pool of in-house Post-Docs and PhDs?
6. Why is assistant professor hiring confined to the Spring semester?

### **Before the Interview Visit**

7. How positive must the consensus be among the research-close faculty before an interview visit makes sense?
8. How do we evaluate the current CV, anticipate the future CV, and strike a balance?
9. What are the relevant metrics when evaluating the publication record?
10. What can be deduced from the research statement, the teaching statement, and the cover letter?
11. What makes a recommendation letter strong?

### **During the Interview Visit**

12. What is the role of the colloquium and how do we communicate our expectations to the candidate?
13. Should a Post-Doc applicant structure his/her colloquium differently than a current-student applicant?
14. What do we expect to learn from the 1:1's, lunch, and dinner and how do we ensure that the gathered collection of snapshots is complete and well-integrated?
15. What information should we try to convey about life as a tenure-track assistant professor and how do we ensure that the candidate receives that information?
16. How can we promote open, constructive discussion about dual career issues subject to the constraint that there are laws against certain types of questioning?
17. Based on the interview visit, what will an applicant conclude about the department and its culture?

## **After the Interview Visit**

18. How do we promote broad faculty and student participation in the do-we-make-an-offer discussion?
19. Are there steps that we can take to better educate the community about what is in the applicant's folder?
20. What input do we expect from community members who are far removed from the candidate's research area?
21. How do we handle input from faculty who are on leave?

## **Efficiency and Effectiveness**

22. Early vs. Late Invitations: What are the pros and cons?
23. Prompt vs. Delayed Offers: What are the pros and cons?
24. Short vs. Long Fuses: What are the pros and cons?
25. Is clustering related-area interviews to facilitate evaluation a realistic and worthy ambition?

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