

## **ACADEMIC INTERVIEW ADVICE**

Here are some typical interview questions (in no particular order), be sure to have good responses to all of them:

1. What are your research accomplishments and their significance?
2. What is your 3-5 year plan for research (and why)?
3. What is your 10 year plan for research (and why)?
4. What type of research group do you envision forming (how many students, how broad, how interdisciplinary, experimental vs. theoretical or a mix, etc.)?
5. What research programs within the department will you create or strengthen?
6. What classes do you expect to teach (know the course numbering for the university if possible and give them the numbers, also have 1-2 undergraduate and graduate courses you would like to create)?
7. What type of research environment would be your ideal in a department?
8. Why is your research field important and where is it going?
9. How would you mentor both graduate and undergraduate students?

If you have some specific concerns, you can certainly raise them, but be careful of how you phrase them so as to keep the conversation upbeat.

After you get the job offer is the time to ask the hardball questions and do hard negotiation. The interview is not a time to raise issues of startup packages, salary, or even tenure. While it's