

Campus Visits: A Discussion of Do's & Don'ts

**Ali Besharat, Assistant Professor, Daniels College of Business, University of Denver
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This guide is prepared to help you think about what you should or should not do at a campus visit from a junior faculty's perspective. This is not your "campus visit bible". It is simply one approach.

I. Campus Visits: Do's

1. Do your homework! Simply learn as much as you can about the program and faculty members.
2. In addition to your C.V., create a graphic so that anyone can easily identify your stream(s) of research and track the status of your working papers.
3. Have contingency plans for unexpected requests/events (e.g., a short presentation of your working papers, being a discussant in an MBA course, etc.).
4. Rank the schools and schedule campus visits based on your priorities.
5. Be fully prepared to ask questions: "Is there anything else we can tell you?"

II. Campus Visits: Don'ts

1. Do not be dishonest or string schools along.
2. Do not negotiate your teaching/service load or benefits during the campus visits. You should discuss these details once you have a written contract.
3. Do not be overly defensive in your presentation. Instead, have a notepad and pen ready to record comments and who made them.
4. Do not let your top choice school find out you are their weakest candidate. Reverse is also true. Do not let your last choice school find out you are their strongest candidate (the school may diplomatically ask "who is our competition?").
5. Do not ask for tenure standards (specifics) because, in most cases, there are none! However, it is appropriate to discuss tenure guidelines.

Final Advice: You will be selling your potential as a colleague in a campus visit. It will be extremely helpful to reduce information asymmetries by signaling quality through words and actions! Good luck!