

Campus Visits: A Discussion of Do's and Don'ts
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Don't:

1. Play favorites (you don't really ever know who the key decision-makers are)
2. Be inflexible
3. Confuse which university you are visiting
4. Fail to have specific, thoughtful questions to ask each person you talk to
5. Be late
6. Trade off "preparation" and "sleep"—be sure to get enough sleep—it can be tiring

Do:

1. Be attentive to all faculty and staff you meet (including the marketing administrative assistant!)
2. Your homework—know what's important to them
3. Be open-minded about how each school might (creatively) accommodate what is important to you
4. Be "easy to work with" from the moment they contact you for the campus visit
5. Identify potential synergies between your work/expertise/teaching interests and those of the department and/or school
6. Be enthusiastic

What Candidates are often least prepared for:

1. Meeting the dean
2. Being asked to meet with students, or take a tour of the campus
3. Being able to express how you "fit" with the vision of the university
4. Being able to discuss your research stream and where it is going (e.g., where you hope to be in 7 years, how you see yourself as a senior faculty member, what you'll be known for, how you'd like to contribute)
5. Being asked to teach a class (last minute)

Typical criteria:

1. How interesting, new and "impactful" is the research idea?
2. How far along is the research?
3. Is it publishable and where?
4. How well with this person teach (undergraduate, graduate, and what mix of courses, how capable, and how flexible)?
5. What synergies exist between this individual and our current faculty? Or what key "gap" does this person fill? How does this person move us forward as a department?