

Interview Questions

Based on your own experience:

1. Do you feel your rank and salary are commensurate with your accomplishments at UCSD?
2. From your own experience, do you think there are inequities in your department with regard to rank and salary, respect, or any type of perks (related, for example, to accelerations, office space, teaching assignments, student support, etc.) which can be given to faculty?

If there are inequities, what do you think they are due to?

If there are inequities, are any related to gender?
3. We want to know how your department recognizes achievement.

Have you received any significant prize or award, or made some unusual professional accomplishment in research, teaching, and/or service?

When this happened, did your department and/or the university recognize the achievement appropriately?
4. Having children is an important consideration for faculty.

If you have made a decision whether to have children or not, were you influenced by any special circumstances or perceived challenges or consequences related to your academic career?

Are women faculty with children viewed differently by their colleagues or departments?
Are there different expectations or perceptions that surround women with and without children?

Would you feel free to discuss reasonable but special considerations related to your family with your department chair?

Do you find current policies reasonable with regard to maternity leave, 'time out' from the review cycle, and child care?

Do you think things are different for women having children today than when you entered academia?
5. Are there gender issues related to faculty-graduate student interactions within your department, such as supervision, support, or thesis committee assignments?
6. UCSD wishes to hire and retain more women faculty. Are there one or two things that stand out in your mind we could do to be more effective?
7. Are there any additional issues related to gender equity you would like to bring to the committee's attention?
8. Is there a particular event or circumstance about which you would like to speak with someone else confidentially, and not part of this general interview process? [NOTE: To facilitate this should it be needed, we will provide a list of possible referrals.]