

## Section II: What an Administrator/Dean Looks for in a Clinical Researcher/Faculty Candidate

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### Research Potential

- Research productivity while in doctoral program (e.g., peer reviewed publications and presentations; research assistantships; funding for dissertation)
- Clarity/plan about program of research and our sense of “fundability”
- Fit between the candidate’s program of research and research that is going on within the College, academic health center, and broader university, in order to assure that there will be opportunities for collaboration
- Our ability to provide the candidate with an adequate start-up package, given his/her program of research, that is likely to support success in significant external funding within the tenure period
- Potential for the candidate to engage / support PhD students in his/her research

### Teaching Potential

- Fit between candidates’ desired teaching and what we need to have taught, including level of student. Some faculty applicants want to “stop” teaching undergraduate students, it is important that the candidate understands the position that s/he is applying for and has a commitment/interest in the “assignment” over the long term
- During the interview, engages the audience in his/her research presentation (e.g., clarity around content, response to questions)
- If candidate doesn’t have teaching experience, s/he should be prepared to articulate a plan for personal development

### Additional Characteristics

- Demonstrates a “basic” understanding of the type of institution that the nursing program is located in and can identify why he/she is interested in this particular position
- Asks thoughtful questions as part of the interview process – I typically start my interview time with the candidate by asking, “I want to make sure that you get your questions answered as part of this interview, what questions do you have of me?”
- Potential to bring diversity of thought, expertise, etc.
- Presents self and past experience in a “positive” light, if candidate has been in a “tough” academic position needs to talk about lessons learned vs. criticizing previous institution
- Sense that the candidate would actively engage in the “work” of the College and profession
- Cover letter and vitae is professionally presented

#### Contact Information:

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## What an Administrator Looks for in a Faculty Candidate

### Top Five Tips

Barbara C. Woodring, EdD, RN  
Professor & Director  
Byrdine F Lewis School of Nursing,  
Georgia State University, Atlanta

#### **KEY POINT: Dress like, speak like and act like the intelligent professional you are!**

1. Do your homework:
  - check unit and university web site: Know areas of scholarly focus;
  - Look up research/published works of key faculty
  - call your friends
2. Know the differences between types of universities: where this one stands/plans to go in future
  - Understand their definition of scholarship
  - Understand their definition of “research intensive”: grant support optional or required
  - Understand the definition of teaching intensive
3. Polish your communication skills
  - Your CV should be error-free
  - Letters/correspondence grammatically correct – no spelling errors
  - If English is a second language, or if you are not comfortable speaking to groups, PRACTICE responding to questions
  - The interview is not a one-way question/answer session: come prepared to ask specific questions about role, assignments, supports
  - Plan to interact with faculty on a variety of levels: be prepared to present yourself as a colleague, not a “prima-donna.”
  - If required to make a presentation, be sure the handouts are free-standing (understood after the individual leaves the room) clear and concise; Power points easily read and uncluttered  
Your presentation fits the time limits established – allowing time for discussion.
4. Be certain that your research will “fit” with the agenda of the program; if it does not, explain how it can compliment existing work being done in the unit.
5. Clarify to whom you will report, who will evaluate you and by what criteria
  - Obtain specific criteria and timelines for promotion
  - Clarify if tenure is an option or a requirement

Never leave an interview without establishing the next point of contact (demonstrates interest, organization and attention to details).