

Sample Faculty Interview Questions

A. Teaching

- Describe your teaching style and teaching philosophy.
- What do you think are the most important attributes of a good teacher?
- Describe your experience in teaching and mentoring students from diverse cultures and backgrounds.
- Tell us about a time when you have taken steps to ensure that everyone in your class or lab felt included. Describe the situation, the actions you took, and the outcome.
- You're faced with the following situation. You've started teaching a class and ten minutes in you notice that some of the students are distracted. What would/did you do?

B. Research

- Please tell us about your research interests and how you see them fitting with the department's priorities.
- What grants have you received and what plans do you have to fund your research?
- What types of resources would you require to successfully continue your research agenda?
- How would you involve undergraduate and graduate students in your research?
- Describe your experience in writing and preparing grants. What do you consider the critical factors in this process?
- What changes do you see on the horizon in your area of research?

C. General

- What attracted you to apply for this position?
- Tell us about your background as it relates to this position, pointing out key reflection points or moments where you either: 1. grew or developed a new skill or, 2. needed to create or repair a relationship with a colleague.
- Provide an example of where you needed to collaborate with your colleagues on a project and what was the result. Did you face any challenges?
- Tell us about a time when you have taken steps to ensure that everyone in your class or lab felt included. Describe the situation, the actions you took, and the outcome.
- Tell us about a time when you responded to a colleague or student who made an insensitive remark. Describe the situation, the actions you took, and the outcome.
- Why did you choose this profession/field?
- Describe how your career has been enhanced by exposure to diverse people, places, or experiences

- Have you ever had a great idea but been told that you could not implement it? How did you react? What did you do?
- What are three leadership competencies you possess? Please provide an example of when you have used these to provide effective leadership during a difficult time.
- Have you ever experienced a situation in which you had difficulty getting people to accept your ideas? What was your approach to handling these situations?
- What practices do you implement during conflict situations and are they successful?
- Describe a situation in which you did all the right things and were still unsuccessful. What did you learn from the experience?
- Tell us about your preferred work environment.
- Describe your ideal job.
- What things have you done on your own initiative to help you prepare for your next job?
- Can you describe how you go about solving a problem? Please give us some examples.
- Tell us about a time when you had to deal with a conflict at work. Describe the situation, the actions you took and the outcome.
- Describe a time when you helped to resolve a conflict between two colleagues or students.
- What are one or two of your proudest professional accomplishments?
- Do you have any concerns that would make you have reservations about accepting this position if it is offered to you?
- What do you think most uniquely qualifies you for this position?
- On the basis of the information you have received so far, what do you see as the major challenges of this position and how would you meet them?