**Sample Interview Questions for Faculty Positions**

*(Faculty Search Committees should select 10-12 core questions for an hour-long interview. We encourage you to select and edit from these possibilities. Be consistent in using the same questions for each candidate.)*

**Introductory questions:**

1. What attracted you to this position?
2. What contributions can you make to our college/department?
3. The University is committed to building a culturally diverse and inclusive environment. How would you further this goal?
4. Tell us a little more about your professional experiences, particularly those not mentioned in your CV/application.
5. What motivates you to do your best?
6. Describe a situation in which you did all the right things, and were still unsuccessful. What did you learn from the experience?
7. In your opinion, how should the workload of a faculty member be split and into what areas?
8. What pedagogical changes do you see on the horizon in your discipline?
9. How do you view your role in the faculty development process?
10. What professional development activities have you been involved in over the past few years?
11. Describe an experience mentoring diverse students, faculty and/or staff?
12. What is the relevance of the liberal arts in the contemporary world?

**Candidate and your department:**

1. Please tell us about your research interests and how you see them fitting in with the department’s/college’s mission and direction.
2. Tell us how you go about organizing your work.
3. How would your background and experiences strengthen the department?
4. What do you look for in your academic colleagues?
5. What ways do you expect to interact with other faculty here who are in your department/college but not in your specialty?

**Candidate research:**

1. What grants have you received in the past and what plans do you have to fund your research?
2. What is your research agenda and how does that benefit this college or university?
3. What types of resources would you require to successfully continue your research agenda?
4. With whom would you collaborate, if you were selected for this position?
5. How would you involve undergraduate and graduate students in your research?
6. Please identify your most significant work and tell why you believe it is the most significant.
7. In what ways have you been able to bring the insights of your research to your course?
8. What do you see as the most important issues or challenges in your discipline within the next few years? Does your research relate to these issues?

**Candidate teaching:**

1. Tell us about your teaching methods, philosophy and goals.
2. What is your experience with distance learning, on-line courses, and using technology in the classroom?
3. What is your experience in teaching students of diverse backgrounds? What methods have proven to be effective and what have you learned from the experience?
4. What do you think are your greatest strengths as an instructor? In which areas do you feel you can use some further development?
5. Describe strategies that you have used to create an inclusive learning environment for your students.
6. Share with us a time when you successfully managed a difficult student and a time when you did not successfully manage a difficult student.
7. What students do you find most challenging to teach?
8. What are the most important skills and abilities ­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_ majors must take into their workforce?
9. How do you engage students, particularly in a course of non-majors?
10. What have evaluations for your teaching indicated, both positive and negative? How has evaluation feedback changed how you teach today?
11. What do you think of the idea that the definition of literacy should be expanded to include not just reading and writing, but also digital information?
12. If you could teach your ideal upper level course, what would it be and why?
13. How do you assess the learning outcomes of your instruction?
14. What is notable about your teaching?

**Candidate citizenship and leadership:**

1. Are you most comfortable with verbal or written presentations?
2. What are three leadership competencies you possess? Please provide an example of when you have used these to provide effective leadership during a challenging time.
3. Can you describe a situation in which you had difficulties getting people to accept your ideas? What was your approach to handling these situations?
4. Who have you coached or mentored to achieve success? What improvements did you see in the person’s knowledge or skills?
5. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
6. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.
7. Tell us about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
8. Can you tell us of a time you had to make a decision without knowledge of all the necessary data?
9. Provide an example when your ethics were tested.
10. Can you provide an example of a time when you successfully organized a diverse group of people to accomplish a task?
11. What are your techniques for maintaining a positive discussion?

**Candidate outreach:**

1. Describe your experience in professional practice or outreach.
2. Describe some service activities you have been involved in.
3. Can you share a time when you successfully communicated with the public regarding your research or teaching? How about a time which was not as successful?

**Closing:**

1. What do you think most uniquely qualifies you for this position?
2. Do you have any additional information that you would like to share?
3. What are your expectations of the department and College?
4. Do you have any questions of us?

**Source documents:**

Iowa State University

<https://www.provost.iastate.edu/administrator-resources/recruitment/guide/appendix-5>

UCDavis Health

<https://health.ucdavis.edu/facultydev/pdfs/search-materials/SampleFacultyInterviewQuestions.pdf>

Search Committee: A Tool for Human Resource Professions, Administrators, and Committee Members by Christopher D. Lee, Ph.D. SPHR, CUPA-HR

<https://www.tamiu.edu/adminis/ohr/goodintquestfac.pdf>

UConn HR Department

[https://hr.uconn.edu/faculty-search-and-hire/sample-interview-question-for-faculty-candidates/#](https://hr.uconn.edu/faculty-search-and-hire/sample-interview-question-for-faculty-candidates/)