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?