

Faculty Interview Questions

EXPERIENCE AND QUALIFICATIONS

What do you think most uniquely qualifies you for this position?

How do you see yourself contributing to Tarleton State University?

How would your background and experience strengthen this department?

Why are you interested in leaving your current assignment and why do you feel that this assignment would be better for you?

Describe the duties of your current job.

What is your favorite part of your current job and why is it your favorite part?

What do you dislike most about your current job?

Tell us a little more about your professional experiences, particularly those not mentioned on your resume/application.

How does this position fit into your overall career goals?

What is your impression of our institutional mission statement? How are these statements related to your goals?

What institutional issues particularly interest you?

What things have you done on your own initiative to help you prepare for your next job?

Why did you choose this profession/field?

What have you discovered about your students in the last 5 years?

DIVERSITY EXPERIENCE

In this position, how do you think you might be able to support the university's philosophy toward diversity?

What programs have you developed in the area of diversity?

Explain how diversity has played a role in your career.

How have you participated in diversity events and organizations at the other colleges and universities?

Have you been involved in writing or shaping a diversity plan?

What do you see as the most challenging aspects of an increasingly diverse academic community?

What is your sense of the complexities and leadership challenges related to these issues?

Tell the committee about a time when you had to adapt to a wide variety of people by accepting/understanding their perspectives?

Can you recall a time when you gave feedback to a co-worker who was unaccepting of others?

Tell the committee about a time that you successfully adapted to a culturally different environment

Can you describe to the committee a time that you adopted your style in order to work effectively with individuals different from you?

What have you done to further your knowledge/understanding about diversity? How have you demonstrated your learning?

How have you integrated multicultural issues as part of your professional development?

TEACHING AND STUDENT ENGAGEMENT

Describe your teaching philosophy.

Describe your teaching style.

How do you feel your teaching style can serve our student population?
How do you adjust your style to the less-motivated or under-prepared student?
How do you define good teaching?
What do you think are the most important attributes of a good instructor?
What do you think are your greatest strengths as an instructor? In which areas do you feel you can use some further development?
What changes have you brought to the teaching of _____?
Please give us an example of a time when you had to give constructive feedback to a student.
What was the situation, and how did you handle it? In retrospect, would you do anything differently now?
How do you engage students, particularly in a course of non-majors?
How would you encourage students to major in your field?
What makes you a good advisor?
What pedagogical changes do you see on the horizon in your discipline?
Describe your experience with different teaching methods.
What courses have you created or proposed in the past five years?

RESEARCH AND PROFESSIONAL DEVELOPMENT

Detail your research efforts at your current position/university.
Describe your research agenda.
What are your current research interests?
How does your research relate to your teaching?
Why did you choose your dissertation/(post-doc) topic?
What changes would you have made to your dissertation or your post-doctoral work, based on the experience you may have gained, if you were to begin again?
What contribution does your dissertation make to the field?
How have you/will you involve students in research?
What do you think is the optimal balance between teaching and research?
What are the possible sources of funding to support your research?
Who would you collaborate with in your research project?
Share your ideas about professional development.
In what professional development activities have you been involved over the past few years?
What are one or two of your proudest professional accomplishments?
Are you willing to become involved in any committee work?

PROJECT MANAGEMENT AND PROBLEM SOLVING

What past projects have you been involved in and what was your role? Were they successful? Why or why not?
Describe a situation in which you did all the right things and were still unsuccessful. What did you learn from the experience?
Think about an instance when you were given an assignment that you thought you would not be able to complete. How did you accomplish the assignment?
Have you ever had a great idea but been told that you could not implement it? How did you react? What did you do?
In your opinion, how should the workload of a faculty member be split and into what areas?
Tell us how you go about organizing your work. Also describe any experience you have had with computers or other tools as they relate to organization.

Can you describe how you go about solving a problem? Please give us some examples.

Tell us about your preferred work environment.

What experiences or skills will help you manage projects?

What is the biggest conflict you have ever been involved in at work? How did you handle the situation?

TECHNOLOGY

How would you characterize your level of computer literacy? What are some of the programs and applications with which you are familiar?

Tell us how you would use technology in your day-to-day job

What technology applications have you utilized in the classroom?

How would you go about being an advocate and resource for the use of technology in the teaching and learning process?

Detail your experience with distance learning and technology.

PROFESSIONAL RELATIONSHIPS

Think about a co-worker from the present or past whom you admire. Why?

Describe the best boss and the worse boss you have ever had.

What are the characteristics that you prize most in an employee? What behaviors or characteristics do you find intolerable?

What would your co-workers or your supervisor say about you?

Do you have a mentor or serve as a mentor to another faculty member? What role has mentoring played in your career? What advice do you have for choosing a mentor?

WRAP UP

If you were a member of this search committee, what is one question you would ask potential candidates?

Do you have any concerns that would make you have reservations about accepting this position if it offered to you?

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?

Do you have any additional information that you would like to share?

Do you have any questions for us?