**Sample Faculty Interview Questions**

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| **Tips for Interviewers** |
| Do your homework. Study the interviewee’s resume and application materials before the interview. |
| Be nice. Use nonverbal gestures like smiling and nodding your head to make the interviewee feel comfortable. Take notes to help during the evaluation process. |
| Dig Deeper - Ask what you don’t know – from the information they’ve provided.  Focus is on what the interviewee actually did/said/thought/felt in the past. |
| Focus on what the interviewee did, said, felt or thought in the past.  The interviewer should be looking for phrases such as “I did….”, “I said….” etc. |
| If the interviewee uses such phrases as “I would,” the interviewer should probe by saying, “What did you actually do at that time?” |

* Tell us a little more about your professional experiences, particularly those not mentioned on your resume/application.
* Why are you interested in leaving your current assignment and why do you feel that this assignment would be better for you?
* How does this position fit into your overall career goals?
* How do you define good teaching?
* Describe your teaching style.
* Describe your teaching philosophy.
* 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?
* Describe the duties of your current job.
* What do you dislike most about your current job?
* What is your favorite part of your current job and why is it your favorite?
* Share your ideas about professional development.
* In what professional development activities have you been involved in over the past few years?
* What are your current research interests?
* Have you involved your students in your research?
* How do you feel your teaching style can serve our student populations?
* How do you engage students, particularly in a course of non-majors?
* How do you adjust your style to the less-motivated or underprepared student?
* 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?
* Describe a situation in which you “did all the right things” and were still unsuccessful. What did you learn from the experience?
* Why did you choose this profession/field?
* What new skills have you learned over the past year?
* How would your background and experiences strengthen this academic department?
* Think about an instance when you were given an assignment that 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?
* Tell us about your preferred work environment.
* Describe your ideal job.
* Tell us how you would learn your new job in the absence of a formal training program?
* What things have you done on your own initiative to help prepare for your next job?
* 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 with computers or other tools as they relate to the organization.
* What experiences or skills will help you manage projects?
* Can you describe how you go about solving a problem? Please give some examples.
* What is the biggest conflict you have ever been involved in at work? How did you handle the situation?
* What pedagogical changes do you see on the horizon in your discipline?
* How would you characterize your level of computer literacy? What are some of the programs and applications with which you are familiar?
* Tell us about 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?
* What changes have you brought to the teaching of \_\_\_\_\_\_\_\_\_\_\_?
* What courses have you created or proposed in the past five years?
* Think about a co-worker from the present or past whom you admire. Why?
* What are the characteristics that you prize most in an employee? What behaviors or characteristics do you find intolerable?
* Describe the best boss and the worst boss you have ever had.
* What would your co-workers or your supervisor say about you?
* 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?
* Do you have any additional information that you would like to share?
* Do you have any questions for us?