

## Sample Interview Questions

In response to a suggestion from a faculty member to help facilitate the search process, The Diversity and Equal Opportunity Office has compiled a list of questions that faculty might use during telephone and/or on-campus interviews. Some of the questions deal with the same content but are phrased differently; other questions may not pertain to a specific discipline. However, all of the questions are unbiased and appropriate to ask. **As time progresses, we hope to update the list, but wanted to provide you with this list before many of the searches get underway. We hope you find this helpful.**

- What do you consider to be one of your greatest achievements? Why?
- What is one of the more promising educational innovations of which you are aware, why is it valuable, and what, if anything, have you done to adopt it?
- What is the relevance of the liberal arts in the contemporary world?
- What motivates you to do your best?
- Please tell us your experience in developing programs and partnerships with external constituents and how you would apply that experience to SRU.
- Why did you choose to become a \_\_\_\_\_ professor?
- What kind of an institution would you consider an ideal match for your professional talents and interests?
- If you could choose a course that you have always wanted to teach, what would it be and how would you teach it?
- What do you consider to be your particular strength(s)?
- What areas would you like to improve during the next couple of years?
- Why are you interested in SRU? What specific things attracted you to apply for this position?
- What do you consider to be the appropriate role of service in the teaching, research and service mix?
- What types of resources would you require to successfully continue your research agenda?
- How do you view your role in the faculty development process?
- What is your philosophy of teaching and learning?

- Please tell us about your research interests and how you see that fitting in with the department's/ college's mission/direction.
- Is there anything else you would like us to know? Do you have any questions of us?
- How would you make the most of the opportunity to work on a developing campus?
- What efforts have you made in the last year to become a better faculty member?
- Faced with many competing demands on your time, how do you determine your priorities?
- Tell us about your research interests and how you see your research program developing over the next few years. How well developed will your network of research contacts be when you get here?
- In what areas would you like to work to improve (in research or teaching) during the next couple of years?
- What *specific* research projects would you bring to SRU? Briefly describe a couple. What types of research resources and support do you require? (e.g., computer, database, library, ...)
- We are a small, relatively new, growing university that places emphasis on a balance of teaching, research and service. What factors attracted you to apply to SRU rather than to a more established university?
- What are your teaching interests? What is your “teaching philosophy”?
- 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? [Follow-up question: thus far what has been your primary research approach?]
- What specific skills and talents would you bring to SRU?
- Describe your ideal academic work environment (i.e. in what type of academic environment would you like to work?).
- Describe your ideal percentage weights for teaching and research.
- What do you look for in your academic colleagues?

- Have you taught courses before?
  - a. What were they?
  - b. What level?
  - c. Required or elective?
- What specifically do you do in your classes to enhance student learning?
- What content areas would you most like to teach in?
- What are your research interests?
- Would you classify your research interests as applied or theoretical?
- What journals would you target for your work?
- In your research, do you prefer to collaborate or work alone? Why?
- How do your personal and professional interests and research agenda contribute to your teaching in multicultural/multilingual education?
- The College/Department of \_\_\_\_\_ is in the process of adjusting its existing program to meet new state and/or accreditation standards. What is your program revision experience? What role do you think you can play in this process?
- If you had the power to effect one major change in the education of \_\_\_\_\_, what would that change be and how would you go about effecting that change?
- Tell us about your vision of the field: where do you think the field is headed in the next five years? How does that relate to the preparation of professional educators?
- Students of color are not well represented in the \_\_\_\_\_ field, including ours. How do you see yourself contributing to the recruitment and retention process of students of color in \_\_\_\_\_?
- What instructional strategies would you use in order to bring about the greatest understanding of multiculturalism/multilingualism among your students?
- We encourage integration of a wide range of course content, including the broadest range of diversity issues, in our teacher preparation program. How would you integrate a multidisciplinary and multicultural focus in your courses? Especially courses in your area of specialty?

- Tell us how the mission statement of the College of \_\_\_\_\_ resonates with your work.
- What do you consider your most profound reasons for wanting to join the faculty at SRU?
- What difference do you want to make through your professional work over the next five to ten years?
- What do you consider to be the major issues and challenges facing public education in [*insert year*]? What are the issues and challenges just now beginning to emerge?
- How would you describe the role of an effective faculty member in an effective College/Department of \_\_\_\_\_?
- What are the most important skills and abilities \_\_\_\_\_ majors must take into their workforce?
- What teaching strategies do you use in your University classes? Why? What are the intended outcomes of these strategies?
- How do you assess the learning outcomes of your instruction?
- Describe a successful team teaching experience you have participated in as either a K-12 or University teacher. What made it successful?
- How will you develop your research agenda as a faculty member?
- How will your teaching, research and service activities interrelate, and how will you work to integrate them?
- Describe your ideal faculty colleague. In what ways do you fit the description, and in what areas do you have the most progress yet to make?
- What do you need to know about us to make sure we're a good fit for you?
- What types of resources would you require to successfully continue your research agenda?
- How do you view your role in the faculty development process?
- What is your philosophy of teaching and learning?
- What are your professional goals?
- What is notable about your teaching?

- You have an interesting research program. How would you maintain it in a growing department such as ours?
- What kind of teaching experiences, if any, have you had with computer technology?
- Do you have any general ideas on how to encourage more minority students and women students to study \_\_\_\_\_?
- What ways do you expect to interact with other faculty here who are in your department/college, but not in your specialty?
- Service is important at SRU because we are a growing university. How would you see yourself contributing to the development of the department/college and the university?