

Sample Faculty Interview Questions

This document provides sample interview questions in the areas of teaching, research, service/mentoring, and others. Tying interview questions to the position description, candidates' application materials, and specific areas are key in covering the criteria for an equitable and inclusive approach.

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Teaching

- What are your greatest strengths as an instructor? In which areas do you feel you need further development?
- What do you think are the most important attributes of a good instructor? Give an example of how these attributes help students learn.
- How do your professional and research interests contribute to teaching a diverse student body?
- Describe your teaching style.
- What teaching strategies do you use in your classes? What are the intended outcomes of these strategies?
- What is your philosophy of teaching and learning? How have you demonstrated this in your teaching?
- How do you engage students, particularly in a course of non-majors?
- Describe a recent difficult situation you encountered in class. How did you handle this?
- What teaching techniques have you found to be most effective to engage students?
- Describe a positive experience you had with a mentor, and how do you intend to apply that to your mentoring roles?
- How do you adjust your style for less motivated or underprepared students?
- Describe a past teaching success. How do you measure teaching success?
- What is your teaching philosophy? Give an example of how students have responded and/or benefitted from this philosophy.
- In an undergraduate/ graduate xxx curriculum, which core (in-major) courses do you believe are most essential for all students?
- Our teaching program has had limited connections to non-majors in the past. What would be the advantages of introducing a course to non-majors and how would you develop such a course?
- If you could choose a course that you have always wanted to teach, what would it be and how would you teach it?
- Have you taught courses before? What were they? What level? Required or elective?
- Give specific examples of what you do in your classes to enhance student learning.
- What content areas would you like most to teach in?
- What instructional strategies would you use to bring about the greatest understanding of diversity and inclusiveness among your students?
- What ideas do you have to encourage more historically minoritized or historically underrepresented students to study this discipline?
- Integration of a diverse range of course content, including diversity and inclusion is important to our department and discipline. How would you integrate a multidisciplinary and multicultural focus in your courses?
- What are the most important skills and abilities majors must take into the workforce? Give an example of how you have taught students to apply their learning to the workforce.
- Describe a successful teaching team experience you participated in as a teacher. What made it successful?
- What is notable about your teaching? Give an example of how this is apparent.

Research

- How do your personal and professional interests and your research agenda contribute to your teaching in diversity and inclusive based education?
- What do you consider an appropriate (or desirable) balance of teaching and research?
- What other research areas are you interested in pursuing in conjunction with students or other colleagues?
- What essential research skills do you possess that will support the type of research program you envision?
- What research projects would you want to undertake if you receive this position? Are the current facilities adequate to take on these projects? If not, what equipment would be needed?
- What experience do you have in writing grant proposals/obtaining funding for research projects? To what granting agencies might you look for research funding?
- What is the significance of (discipline/field) in present society? Given an example of how you make this connection relevant for students.
- What types of resources would you require to successfully continue your research agenda?
- Tell us about your research interests and how you see that fitting in with the department's/college's mission/direction.
- 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?
- Describe research projects that would you bring to CU Boulder
- What types of research resources and support do you require to continue your research agenda?
- What are your research interests?
- Would you classify your research as applied or theoretical? Please describe and give examples.
- What journals would you target for your work?
- In your research, do you prefer to collaborate or work alone? Why?
- How will you develop your research platform as a faculty member?
- How would you preserve your research growing and developing in our department?

Service, Mentoring, and Outreach

- What do you consider to be the appropriate role of service in the teaching, research, & service mix?
- Describe a professional service assignment you have completed and are proud of. What, if any, continuing education workshops or courses would you be interested in organizing or promoting?
- How do you see your responsibilities relative to the public service component of this position?
- How will your teaching, research, service, and/or mentoring activities interconnect and how will you work to foster this connection?
- Service and mentoring are important. How do you see yourself contributing to the development of the department/college and the university?

Diversity and Inclusion

- Describe a learning opportunity you had that increased your understanding and appreciation for workplace or educational diversity.
- How have you created opportunities to integrate diversity and inclusive excellence for students to engage in the classroom? What does having a commitment to diversity and inclusive excellence mean? How have you/ would you incorporate this commitment to the classroom and to CU Boulder?
- How have your experiences prepared you to advance CU Boulder's commitment to diversity and inclusion?
- Give examples of diversity and inclusion work you have done and how this informs your teaching, research, service
- What are challenges you have experienced working in a diverse environment? What strategies have you pursued to address these challenges?
- What experiences have you had engaging and/or working with others with diverse backgrounds other than your own identities/backgrounds?
- Describe an experience when a colleague or student was unreceptive to the diversity of others.
- What have you done to grow and develop with regard to diversity and inclusion? How have you demonstrated what you have learned?
- Provide examples of ways you integrated historically underrepresented communities into your planning or decision-making.
- Students of color (or BIPOC-Black, Indigenous, people of color including Latinx, Asian) are not well represented in our field, how do you see yourself contributing to the recruitment and retention of students of color for our department?
- What role does diversity and inclusion have in the work/learning environment? Can you share an example of a time you either a challenge or success around diversity and inclusion in your work environment?

Achievement

- Describe your involvement and accomplishments in relation to nurturing the academic success of women and students of color (or BIPOC students).
- What is one of two of your proudest professional accomplishments? Why?
- What do you consider to be one of your greatest achievements? Why?

Collaboration

- How do you expect to interact with department faculty who are not in your specialty?
- How will your experience and your professional goals contribute to this department's goals?
- Describe your style and how you utilize this style to work with colleagues to address challenges/problems.
- How do you approach working with your dean?
- Provide an example of a challenge you had with your dean or colleague. What did you do? Would you do anything differently in the future?
- What do you look for to aide in your development and growth with your academic colleagues?

- How would you describe the role of an effective faculty member in the department?
- In what ways do you expect to interact with other faculty who are in your department/college but not in your specialty?

Creativity and Innovation

- What is an educational innovation of which you are aware that would enhance your classroom/work.? Why is it valuable, and what have you done to incorporate it into your work?
- What new technologies and pedagogies would you utilize in teaching class?
- Describe any accomplishments or interests you might have in broadening the curriculum, introducing innovative teaching methods, mentoring students or responding to the needs of special groups, or other areas that may not be reflected in your vita.
- Tell us how you would use technology in your day-to-day job.
- What technology applications have you utilized in your classroom?
- How would you go about being an advocate and resource for the use of technology in the teaching and learning process?
- Give examples of courses have you created or proposed in the past
- If you had the ability to influence one major change in your discipline, what would that change be and how would you go about making that change?

Discipline/Field of Study

- Why did you choose this profession/field?
- How would your background and experiences strengthen this academic department?
- What pedagogical change do you see on the horizon in your discipline?
- Why did you choose to become a (field) Professor?
- What kind of institution do you consider an ideal match for your professional talents and interests?

Future/Vision/Goals/Direction

- What do you see as the most important issues or challenges in your discipline within the next few years? Does research relate to these issues?
- Tell us about your vision of the field. Where do you think the field is headed in the next few years? What do you think this means for the preparation needed of professional educators?
- How does the mission statement of the college resonate with your work?
- What difference do you want to make through your professional work over the next several years? Given an example of what you are doing now to work toward this goal

Measurement and Assessment

- What teaching strategies do you use in your classes? Why? What are the intended outcomes of these strategies?
- How do you assess the learning outcomes of your assessment? Give an example of what you have done to adjust your courses to address assessment findings.

Planning and Organizing

- 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. Describe tools you utilize for planning and organization.
- Faced with many competing demands on your time, how do you determine your priorities?

Problem Solving

- Based on the information you have received so far, what do you see as the major challenges of this position and how would you meet them?
- What is the biggest conflict you experienced professionally? How did you handle the situation?
- Describe how you go about solving a problem. Please give examples.
- Describe a situation you believe you handled well yet was still unsuccessful. What did you learn from this 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?

Professional Development

- What efforts have you made to increase and enhance your knowledge as a faculty member?
- In what areas would you like to improve (i.e. research or teaching) in the next couple of years?
- What are your professional goals?

General

- What interests you about this position?
- Tell us more about why CU Boulder interests you. What specific attributes as they relate to your experience made you want to apply to this position?
- What specific skills and talents would you bring to CU Boulder?
- Do you have any additional information that you would like to share?
- Do you have any questions for us?

Sample Interview Questions for Teaching Faculty. (2018, February 2). Retrieved from

<http://adminfinance.umw.edu/hr/employment-opportunities/best-practices/interview-process/what-to-ask-and-not-ask-during-the-interview/sample-interview-questions-for-teaching-faculty/>