Good Interview Questions for Faculty

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 part?

Share your ideas about professional development.

In what professional development activities have you been involved 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 population?

How do you engage students, particularly in a course of non-majors?

How do you adjust your style to the less-motivated or under-prepared 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 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?

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 you 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 had with computers or other tools as they relate to organization.

What experiences or skills will help you manage projects?

Can you describe how you go about solving a problem? Please give us 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 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 courses have you created or proposed in the past five years?

What changes have you brought to the teaching of ________?

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 worse 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?