



## Sample Faculty Interview Questions

### Teaching

- Describe your teaching style.
- Describe your teaching philosophy.
- What pedagogical changes do you see on the horizon in your discipline?
- How do you engage students, particularly in a course for non-majors?
- What do you see as an instructor's role in shaping the classroom environment? What is an instructor's role in supporting diverse, traditionally underrepresented, or non-traditional students?
- What changes have you brought to the teaching of \_\_\_\_\_?
- What courses have you created or proposed in the last five years?
- What do you think are the most important attributes of a good instructor?
- How do you define good teaching?
- Do you think there is a difference between a teacher and an educator? Explain.
- What do you think are your greatest strengths as an instructor? In which areas do you feel you can use some further development?
- How do you adjust your style to less motivated or under prepared student?
- How do you feel your teaching style can serve our diverse population of students?
- Please give us an example of your experience working with students from different ethnic, cultural, socio-economic, or other backgrounds different from your own.
- How do you work to support students with different backgrounds or personalities from your own?

### Scholarship

- What are your research interests?
- What papers/publications do you have upcoming in the next year/2 years?
- What are your most important publications?
- What do you think are your most significant research accomplishments?
- What has been your role so far in developing research ideas and carrying them forward?
- What are the big issues in your research area?
- Have you involved your students in research? How?

- How do you feel about translating your research into innovation or spin-outs? Can you give an example of when you have been enterprising?
- Describe your current research.
- What are your research plans for the next five years?
- Where do your research strengths lie? What are your research weaknesses? And how will you improve?
- How would you balance your teaching duties and your own research plans?
- Describe a research problem you have faced. What did you learn?
- What has been the most productive period in your research career so far and why?
- Talk us through the timetable of your research/publication plans.

### Funding

- What experience do you have attracting funding?
- How would you convince a funding body that they should fund your research, rather than one of the other hundreds of proposals they receive?
- What government or other agencies would you target for funding your research?
- What companies would use your research?
- What projects do you have that you think would be successful in gaining external funding?
- Where will you apply for grants?
- If your funding applications are unsuccessful, what alternatives do you have in mind?
- How does your work align with contemporary trends or funding priorities?
- What research grants are you thinking of applying for? [international, national, local]

### Service & Other

- What professional development activities have you been involved in over the past few years?
- What type of committees have you worked on? What did you contribute?
- In your opinion, how should the workload of a faculty member be split and into what areas?
- How would your background and experiences strengthen this academic department?
- What are some examples of things you have done to increase your cultural competency as an academic?
- Please discuss how you would work to create/support a campus environment that is welcoming, inclusive, and increasingly diverse.

