



## Sample Interview Questions for Faculty Candidates

### About the candidate as a person:

- What are your long-term career objectives?
- How would you describe yourself as a person?
- What do you consider your greatest achievement to be? Why?
- What are your strengths? Weaknesses?
- What do you look for in an organization or college?
- Describe your leadership abilities.
- What is your greatest failure? Why? How did you handle it?
- What character traits do you value most in others?

### About the candidate's background:

- What functions and tasks do you enjoy most at your current position? Why?
- What functions or tasks in your last position didn't you like? Why?
- How do you feel about your career progress to date?
- Describe where you want your career to be in 5 years.
- What are some areas in which your current (or most recent) supervisor thinks you could improve?
- What have you accomplished in your present (or most recent) position?
- Why are you changing positions?
- What has been your previous experience in mentoring?

### About the candidate and your college:

- What interests you about this position/this college/this department?
- What are your concerns about this position/this college/this department?
- What contributions can you make to our college/department?
- Why should I hire you (vs. other candidates)?
- The university is committed to building a culturally diverse environment. How would you further this goal?
- How have multicultural issues influenced and/or been a part of your teaching, research and/or outreach?

### **About the candidate's supervisory or management skills (if applicable):**

- What are your budget responsibilities?
- How would your staff describe you as a supervisor?
- Have you discharged anyone? How did you handle the situation?
- What is your supervisory style?
- What is your most difficult supervisory responsibility? Why?

### **Teaching:**

- What is your basic teaching philosophy?
- Provide a general overview of your teaching experience. What courses have you taught?
- What courses would you like to teach?
- Can you give me a specific example of past challenges you encountered in teaching undergraduates? How did you handle that?
- Have you participated in any teaching preparatory program (e.g., Preparing Future Faculty)? If so, describe your experience.
- How do you address different learning styles? Different cultural backgrounds in teaching?

### **Research:**

- Describe your research.
- What would graduate students learn in your laboratory? What kinds of experiments/methods would they perform?
- Where do you see your research in five years?
- What are your most promising sources of funding?
- How do collaborations influence the future directions of your research?
- Who might you collaborate with here on campus? Would you have other collaborators outside the university?
- Tell us how your research has influenced your teaching.
- In what ways have you been able to bring the insights of your research to your courses?
- What is the status of any manuscripts or grant proposals in progress?
- For senior candidates: How many students have you graduated from your lab? What is the status of your current students?
- What are your space and equipment requirements?

### **Professional Practice & Outreach**

- Describe your experience in professional practice or outreach.
- Who do you consider your clientele or stakeholders?
- How does professional practice/outreach integrate with/influence your teaching and or research?

**Now that we have asked you some questions, are there any questions we can answer for you?**

*Adapted from the Iowa State University Provost's Office: <https://www-provost.sws.iastate.edu/resources/guide/appendices/appendix-5>*