

## Interview Questions - Faculty



Interview questions are developed based on the essential job functions and required knowledge, skills and abilities which align with academic expectations. Academic expectations include:

Job Performance	Integrity	Communication	Reliability
Research	Cooperation/Teamwork	Initiative	Adaptability
Leadership	Student engagement and success	Decision Making	Curriculum

### Behavioral Interview Questions

Behavioral interview questions are the most effective. These questions are designed to provide the search committee with specific examples of the candidate's skills, experiences and competencies.

- Communication**      How would you describe your communication style? What methods are most effective?  
How have you learned to adapt your communication style to work well with different personalities?
- Influence**            Give an example of how you have been successful at empowering either a student or a group of people into accomplishing a task.  
How have you built trust and rapport with colleagues and students? How would you apply that to this position?
- Initiative**             Describe a time when you went above and beyond to accomplish a task.  
Tell us about a time when your initiative caused a change to occur.
- Interest in the Position**    Tell us what you know about SFASU.  
What aspects of our program/university caused you to apply for this position?
- Leadership**            In your experience, how do you motivate students?  
What kinds of things can a professor do to create a positive learning environment?  
What experience do you have in coaching and developing people? Give an example of success in this area.
- Organization**        How do you organize your workload when you have multiple task?  
Tell us about a time you were in a situation where deadlines and priorities changed frequently and quickly. How did you handle it? What was your approach?
- Problem Solving**        What would your current/past employer tell us about your ability to organize your work?  
Describe a work situation when you adapted a concept, design, process, or system to meet a need.  
How do you assist students in learning a difficult concept or subject?

<b>Research</b>	Tell us about your research agenda and research interest. What research paper do think contributes the most to your field and why?
<b>Teaching</b>	Describe your teaching philosophy and teaching style. Describe a challenge that you faced in teaching a course. How did you address that challenge?
<b>Teamwork</b>	How do you involve your manager and/or colleagues when you make a decision? Provide an example. In your opinion, what makes a successful team? In your current positions, how much of your work was accomplished alone and how much as part of a team effort?

### Sample Interview Questions

1. Describe a situation where you dealt with conflict in the workplace and how did overcome this?
2. If you were to walk into classroom environment that include students with varied abilities, what learning structures would be ideal for all students to grow as emerging scholars?
3. What three classes are you prepared to teach on day one and what classes do you need extra preparation to teach?
4. Given what you know about our current course offerings, what existing courses would you like to offer undergraduate and graduate? What new courses and why?
5. What are the future research projects that you have planned? Please discuss.
6. What types of mentoring experiences have you/would you provide for your students?
7. How important is student advising to faculty performance? To programmatic success?
8. How important is collaboration and collegiality to faculty performance and why?
9. Please describe your willingness to teach in all program options (TJC, LSC, Hybrid, Face to Face, online).
10. What type of extra-curricular activities have you organized for your students? How did these experiences affect learning outcomes?
11. In what way do you believe your education and any special training is relevant to this position and has prepared you for this position?
12. Give me an example of a task you performed that required attention to detail, and what you did to ensure accuracy.
13. What has been your most rewarding experience about working in higher education?