

Sample Interview Questions for Faculty Hiring

Teaching/Advising:

- How do you define good teaching?
- Describe your teaching style.
- Describe your teaching philosophy.
- Describe your familiarity and experience with different teaching methods such as collaborative learning, learning styles adaptation, and classroom assessment.
- What do you think are the most important attributes of a good instructor?
- What makes a good advisor?
- What do you think are your greatest strengths as an instructor? In which areas do you feel you can use some further development?
- What experience have you had teaching diverse students? (Full-time, part-time, students with full-time jobs and/or family care responsibilities, students representing different ethnic groups and races, religions, ages, genders)
- How do you bring diversity into your course planning? Into your day-to-day teaching?
- 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?
- Describe a situation in which you did “all the right things” and were still unsuccessful. What did you learn from the experience?
- What pedagogical changes do you see on the horizon in your discipline?
- What courses have you created or proposed in the past five years?
- What changes have you brought to the teaching of _____?

Research:

- What kinds of research projects/topics would you pursue here?
- What are your current research interests?
- How have you involved your students in your research?

Career/Personal:

- 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 position and why do you feel that this position would be better for you?
- How does this position fit into your overall career goals?

Institutional:

- How do you see yourself contributing to this position and to Northern Michigan University as a whole?
- 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 questions for us?

General:

- 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?
- 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?
- 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 have 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.
- What is the biggest conflict you have ever been involved in at work? How did you handle the situation?
- What would your co-workers or your supervisor say about you?
- What is one or two of your proudest professional accomplishments?