General

First, are there any questions we can answer for you?

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?
• What are your salary expectations?
• What kind of reference would your current (previous) employer give you?
• Describe your leadership abilities.
• What is your greatest failure? Why?
• What character traits do you value most in others?

About the candidate’s background:
• Which functions or tasks in your last position did you not like? Why?
• Which functions and tasks do you enjoy most? Why?
• How do you feel about your career progress to date?
• 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/college/department?
• What are your concerns about this position/college/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 equity, diversity, and social justice 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 teaching philosophy?
• Provide a general overview of your teaching experience. Which courses have you taught?
• Which courses would you like to teach?
• Provide specific examples of past challenges you encountered in teaching undergraduate and graduate students.
• Have you participated in any teaching
preparatory programs (e.g., Preparing Future Faculty)? If so, describe your experience.
• How do you make sure you are inclusive of various 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 at ISU? 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 faculty: How many students have you graduated? What is the status of your current students?
• What are your space and equipment requirements?

Professional Practice/Outreach:
• Describe your experience in professional practice, outreach, or extension.
• Who do you consider your clientele or stakeholders?
• How does professional practice/outreach/extension integrate with/influence your teaching and or research?