

Sample Interview Question for Faculty Candidates

You must ask the same questions of ALL applications

- Can you provide proof of your eligibility to work in the United States and East Tennessee State University?
- After reviewing the job description, are you able to perform the essential functions of this job with or without reasonable accommodation?
- Describe your style of instruction.
- Describe your teaching philosophy.
- What do you think are the most significant characteristics of a proficient instructor?
- What is your greatest strength as an instructor? Your greatest weakness or area(s) for improvement?
- How do you engage students, especially those that appear less motivated or disinterested in the course topic?
- How do you define excellence in teaching?
- Describe how your style of instruction can benefit ETSU graduate and/or undergraduate students.
- What improvements have you made to teaching (discipline)?
- Describe how you have incorporated service learning into your instruction.
- Describe your favorite courses taught in the last 2-3 years.
- Describe how you have integrated multicultural experiences into your instructional methods.
- Describe any online courses you have developed or taught in the last 2-3 years.
- What are your long-term teaching goals?
- What technology applications have you utilized in the classroom?
- Describe your viewpoint on the importance of the use of technology in the teaching and learning process.
- What are your current research interests?
- What is your greatest strength as a researcher and scholar? Your greatest weakness or area(s) of improvement?
- Describe how you have involved students in your research.
- Describe your current research projects, grant submissions, etc.
- How will your research interests fit in with other research efforts in the department?

- How would your background and experiences strengthen the department?
- What do you think most uniquely qualifies you for this position?
- What are your expectations of the University and this position?
- What pedagogical changes do you see on the horizon in your discipline?
- What contributions can you make to our college/department?
- The University is committed to building a culturally diverse and inclusive environment. How would you further this goal?
- Tell me about a time you embraced and championed a situation where everyone was treated equally and fairly. What was the situation? What did you do? How did others respond? What was the outcome?
- Tell me about an action you took to make your working environment/classroom more welcoming. What was the situation? What actions did you take? Who was involved? What was the outcome?
- What do you see as the most challenging aspects of an increasingly diverse academic community?
- How do you see yourself contributing to the recruitment and retention process of students?
- If we were to ask your superiors (i.e., department chair/dean/provost) or your colleagues to comment about your leadership how would they respond?
- In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
- What past projects have you been involved in and what was your role? Were they successful? Why or why not?
- Do you have a mentor or serve as a mentor to another faculty member? What role has mentoring played in your career? What advice do you have for choosing a mentor?
- In what professional development activities have you been involved over the past few years?
- How do you define success in a Rural University classroom? How do you measure that success?
- What are one or two of your proudest professional accomplishments?
- Do you have any additional information that you would like to share?
- Do you have any questions for us?