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?

Questions adapted from: UCONN, UC Davis Health, and TAMIU