

OWU Sample Interview Questions for Faculty Candidates

Measuring Academic Recruitment Key Competencies during the Interview Process

As a component of *The OWU Strategic Plan and the Statement of Aims*, Ohio Wesleyan University embraces its historic commitment to Education for Leadership and Service and strives to become an institution that is recognized for excellence in teaching, the accomplishments of its faculty, the reputation of its programs, and the engaged learning experiences of its students that can prepare them to be world citizens. Consequently, all our faculty members are expected to demonstrate diversity cultural competencies.

The following are among the questions faculty-hiring committees can ask to potential candidates of employment to measure whether they meet the essential functions of the job. To help facilitate the search process, the Office of the Provost has compiled a list of questions that faculty might use during telephone, conference, and/or on-campus interviews. However, all of the questions are unbiased and appropriate to ask.

Good luck in your search for your next colleague and we hope you find this helpful.

The Office of the Provost

Sample Questions

Introductory Questions

- What attracted you to this position at OWU?
- What contributions can you make to our college/department_____?

About Diversity and Inclusion

- SEE OWU Sample Interview Questions for Faculty Regarding Diversity

About the candidate's teaching

- What kind of teaching experiences, if any, have you had with computer technology?
- Tell us about your teaching methods, philosophy and goals.
- What is your experience with distance learning, on-line courses, and using technology in the classroom?
- What have evaluations for your teaching indicated, both positive and negative? How has evaluation feedback changed how to teach today?

About the candidate's professional background

- Tell us a little more about your professional experiences, particularly those not mentioned on your resume/application.
- What do you consider to be your particular strength(s)?
- What motivates you to do your best?
- Describe how you go about solving a problem? Please give us some examples.

- What is the biggest conflict you have ever been involved in at work? How did you handle the situation? What did you learn?
- What experiences or skills will help you manage individual/group projects?
- Tell us about your preferred work environment.
- Describe a situation in which you did all the right things, and were still unsuccessful. What did you learn from the experience?
- In your opinion, how should the workload of a faculty member be split and into what areas?
- What are your professional goals?
- What pedagogical changes do you see on the horizon in your discipline?
- How do you view your role in the faculty development process?
- What professional development activities have you been involved in over the past few years?

About the candidate and your department

- Please tell us about your research interests and how you see them fitting in with the department's/college's mission/direction.
 - Tell us how you go about organizing your work. Also, describe any experience you have had with computers or other technological teaching tools as they relate to class organization.
 - What do you look for in your academic colleagues?
- About the candidate's leadership (management/supervisory) experience
- Are you most comfortable with verbal or written presentations?
 - What are three leadership competencies you possess? Please provide an example of when you have used these to provide effective leadership during a difficult time.
 - Have you ever experienced a situation in which you had difficulties getting people to accept your ideas? What was your approach to handling these situations?
 - What practices do you implement during conflict situations and are they successful?
 - 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?
 - Who have you coached or mentored to achieve success?
 - Have you ever had to make a decision without knowledge of all the necessary data?
 - What are the techniques that you use to clarify the meaning of unclear messages?
 - How do you maintain a positive discussion? About the candidate's research
 - What grants have you received in the past and what plans do you have to fund your research?
 - What is your research agenda and how does that benefit this college or university?
 - What types of resources would you require to successfully continue your research agenda?
 - Would you be open to peer-collaboration if you were selected for this position?
 - How would you involve students in your research?
 - Please identify your most significant work and why you picked it.

About the candidate's clinical experience

- Describe your experience in providing care to a patient who presented unusual social or ethical issues. How did you manage the treatment for this patient? What could you have done differently?
- Tell us about a time when you felt a patient was difficult to diagnose and how you approached the diagnosis.

About the candidate's outreach

- Please tell us your experience in developing programs and partnerships with external constituents and how you would apply that experience to OWU?
- Describe your experience in professional practice or outreach.
- Describe some service activities you have been involved in.

Source documents:

Portland State University

<https://www.pdx.edu/hr/sites/www.pdx.edu.hr/files/Interview%20Questions%20Regarding%20Diversity.pdf>

Iowa State University, <http://www.provost.iastate.edu/administrator-resources/recruitment/guide/appendix-5>

University of Massachusetts, Lowell

<http://www.uml.edu/hr/pdf/REVISED-F-Sample%20Interview%20Qs-%20Faculty.pdf>

Search Committee: A Tool for Human Resource Professionals, Administrators, and Committee Members by Christopher D. Lee, Ph.D. SPHR, CUPA-HR