



Human Resources
Faculty Searches
Interview Questions Bank

These questions are available as a resource for search committees to choose from when interviewing candidates for faculty positions. Committees may either adapt these questions or use additional general interview questions, but must include a minimum of two diversity and inclusion questions from the appropriate section.

General Questions (Faculty):

1. What do you think are the most important characteristics and abilities a person must have to become a successful faculty member?
2. What do you consider to be the major issues and challenges currently facing higher education? What pedagogical changes do you see on the horizon in your discipline?
3. Tell us about your teaching methods, philosophy and goals.
4. What do you consider to be the appropriate role of service in the teaching, research and service mix? Given what you have learned about this position, what do you see as an appropriate balance?
5. How do you incorporate contemporary ideas into your courses that are not necessarily specific to your discipline [e.g., diversity, globalism, sustainability, etc.]?
6. Describe strategies that you have used to create an inclusive learning environment for your students.
7. Tell us about your teaching experience. What is your most exciting teaching experience?
8. Describe your ideal faculty colleague. In what ways do you fit the description, and in what areas do you have the most progress yet to make?
9. How does this position fit into your overall career goals? What can you bring to the department that is uniquely yours?
10. What professional development activities have you been involved in over the 1-2 years?
11. What are three academic leadership competencies you possess? Please provide an example of when you have used these to provide effective leadership during a difficult time.
12. What is your research agenda and how would that benefit Murray State University? What types of resources would you require to successfully continue your research agenda?
13. Tell us about a time when you successfully managed a difficult student and a time when you did not successfully manage a challenging student.
14. How would you go about being an advocate and resource for the use of technology in the teaching and learning process?
15. 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?

Diversity Questions (Faculty):

1. What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual?
2. What does it mean to have a commitment to diversity? How would you apply that at Murray State?
3. Describe how you, as a faculty member, function and communicate effectively and respectfully within the context of varying beliefs, behaviors, and backgrounds.
4. What are some specific things you have done, or are going to do within the next two years, to further your development in cultural competency?
5. Have you incorporated the viewpoints from non-dominant groups into your curriculum? If so, how?
6. What issues have arisen from your work with non-traditional and first generation students? What has gone smoothly and what has been challenging in this work?
7. What is your method of communication with students who are different from the professor? How do you convey thoughts, ideas, or adverse conclusions?
8. What is your experience in teaching students of diverse backgrounds? What methods have proven to be effective, and what have you learned from the experience?
9. How do you challenge stereotypes and promote sensitivity and inclusion?
10. Describe how diversity shaped your teaching and advising style?
11. What specific actions have you taken to promote diversity and inclusion in the university community?
12. Describe working with someone of different thoughts, beliefs and actions.
13. Have you ever participated in diversity programming and activities at other universities? If so, what was your involvement?
14. If you are currently employed by another university or have been in the past, how do they approach diversity? Did you contribute to the university's commitment to diversity? If so, how?
15. What have you done to further your knowledge and understanding about diversity? How have you demonstrated your learning?
16. Describe your experience in serving or teaching underrepresented communities.