Sample Search Committee Interview Questions

1. Tell us about your strengths and weaknesses as a teacher.
   1. Tell us about a specific pedagogical strategy that you regularly employ with success.
   2. What experiences do you have working with a diverse student population like our population at MSU?
   3. How do you evaluate the success or you teaching, and how do you correct when you are unsuccessful? Examples would be helpful.
2. What is the central question that aimates your research, and how does that question contribute to the discipline more broadly?
   1. What motivates your research?
   2. What, in broad view, are your research goals for the next 5 years?
   3. What is the outlook for [further] funding for your research?
3. Tell us about how you have contributed to diversity and inclusion in your work as a teacher or scholar, or in your other professional work?
   1. What are some specific examples of contributions you have made?
   2. We have a commitment to diversity and inclusion, for our students, but also for our employees. How do you imagine you might contribute to our efforts in both of these areas?
4. What should we know about you so we could be good collaborators and colleagues?
   1. What are some of your hopes for how you would be supported as a new colleague?
5. What questions do you have for us so far?

For all searches, core interview questions should be developed prior to interviews, and the same set of questions should be used with each candidate. However, interviews are a conversation about an individul person’s application and the ongoing interview, so follow-up questions and questions directly related to a candidate’s existing application are encouraged.

September 2019