# Potential Questions for the Academic Interview

## Research Competence/Relevance

* Why did you choose this dissertation topic?
* What are your research goals for the next five years? Ten?
* What facilities and equipment will your research require?
* What theoretical framework is your dissertation (or other research) based upon?
* Have you made plans to acquire external funding for your research?
* In what way does your dissertation research contribute to the field? To this department?
* What is the most significant piece of research you have read this year?
* If you could start your dissertation over again, what changes would you make?

## Teaching Competence

* What is your philosophy of teaching?
* Tell us about your teaching experiences. What do you consider to be your teaching strengths and weaknesses?
* How would you evaluate student learning?
* What kinds of papers/essays do you want your students to write?
* Give specific examples of ways in which you motivate both a classroom and an individual.
* What experiences have you had teaching diverse students? (Well- or under-prepared, full- or part-time, students with job/family responsibilities, ethnicity, religion, age, gender)
* How would your best students describe you in the classroom?
* How would you work with our students as opposed to those at your current institution?
* If you could create and teach any course, what would it be?
* What is your favorite lecture and why?
* What would you include in \_\_\_\_\_\_\_\_\_\_\_\_ course? What texts would you use? What topics would you cover? Goals and objectives? Assessments? Methods?
* How do you know you have been successful in teaching a course?
* How do you feel about teaching required classes?
* What do you feel is an ideal workload? Class size?

## Professional Goals

* What factors determined your decision to go into academia?
* Why did you select to apply to our university?
* Refresh our memory: tell us about your professional growth.

## Personal Attributes

* What qualities do you bring to our faculty? How did you develop these?
* How would you contribute to an effective working environment?
* What does the phrase “good campus citizen” mean to you?
* What experiences have prepared you for this position?
  + What have you learned from your research? Travels? Graduate experience? Etc.
* How would you describe your doctoral program?

## Faith-Related Questions

The following are questions applicable to religiously-affiliated colleges and universities. Be prepared to articulate answers on faith-based aspects verbally and/or in writing.

* How would you describe your sense of calling into Christian higher education?
* Recount your faith journey.
  + How has your spiritual development influenced your teaching and scholarship?
* Describe your church involvement.
* How do you integrate faith and learning in the classroom?
* How does being a Christian influence the way your teach, research, and serve?
  + What is your conception of the relationship between church and academy?

Note that in addition to specifically faith-related questions, you should address the faith aspect of a faith-based institution when answering the more general “Why \_\_\_\_\_\_\_\_\_\_\_\_ University?” question.

## Other

* Why did you take so long to complete your graduate work?
* I see you have limited publications. Why? What are your future publication plans?
* What is your required salary range?
* How would you feel about living in this area?
* How would your presence enhance our image locally and beyond?
* What do you think of our stated mission?
  + How do you see yourself contributing to and advancing that mission?

Adapted from: “Academic Job Interview Questions,” Centre for Teaching Excellence, University of Waterloo; “Academic Job Search,” Stanford Career Development Center, Stanford University; Hatcher, Graham, and Donald Schmeltekopf, “Hiring for Mission” handout, Seminar on Academic Leadership in Baptist Universities, Center for Ministry Effectiveness & Educational Leadership, Baylor University, May 2007.