**Interview Questions:** Rate answers as 1 (unacceptable response or experience); 2 (acceptable response or experience); 3 (good response or experience); 4 (exceptional response or experience)

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| --- | --- |
| **Question** | **LOW--------------------HIGH** |
| 1. What particularly attracted you to *this* position at *this* university?
 | 1 | 2 | 3 | 4 |
| 1. What unique educational and personal experiences have prepared you for fulfilling the requirements of this position?
 | 1 | 2 | 3 | 4 |
| 1. What courses in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ would you prefer to teach, and why?
 | 1 | 2 | 3 | 4 |
| 1. Discuss your preparation for courses in \_\_\_\_\_\_\_\_\_\_\_\_\_. In general, how would you structure a class in \_\_\_\_\_\_\_\_\_\_\_\_\_\_?
 | 1 | 2 | 3 | 4 |
| 1. How do students characterize you as a teacher and how do you know that?
 | 1 | 2 | 3 | 4 |
| 1. What is your experience in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and what approach do you use in doing so?
 | 1 | 2 | 3 | 4 |
| 1. Describe a difficult situation you have had with a student. Tell us how you handled it.
 | 1 | 2 | 3 | 4 |
| 1. Specifically, what contributions could you make *immediately* to our department and its programs?
 | 1 | 2 | 3 | 4 |
| 1. Please describe your current research program, its goals, strategies, and the knowledge it has provided our field.
 | 1 | 2 | 3 | 4 |
| 1. What has been your experience in securing or implementing external grants?
 | 1 | 2 | 3 | 4 |
| 1. What are your career goals for the next five years and beyond? Please relate these to your current and imminent research agenda.
 | 1 | 2 | 3 | 4 |
| 1. An assistant/associate professor is pulled in many directions—teaching a course load; scholarship; research; and service to the department and the university. Please share your thoughts on managing these multiple demands on your time and energy.
 | 1 | 2 | 3 | 4 |
| 1. In your opinion, what are some qualities necessary for a person at this position to be successful?
 | 1 | 2 | 3 | 4 |
| 1. Is there anything else that you would like to tell us about yourself or do you have any questions for us?
 | 1 | 2 | 3 | 4 |
|   | 1 | 2 | 3 | 4 |
|   | 1 | 2 | 3 | 4 |