

Resource 6-5: Sample Competencies and Interview Questions for Faculty Positions

Competency #1: Teaching – *Applying knowledge in a field of study toward the education of students to create a vibrant learning community.*

- Describe your style of teaching and interacting with students.
- Provide an example that highlights how you have used technology in the classroom.
- How do you engage students, particularly in a course for non-majors? Tell me about a time when a student excelled because of this engagement.
- How do you define excellence in teaching?
- Tell us about your philosophy regarding the importance of diversity in teaching. How have you fostered, or would you foster, multicultural skills in the classroom?

Competency #2: Research – *Systematically investigating and studying materials and sources to establish facts, reach conclusions, and promote a robust environment.*

- Describe your current research project.
- What do you think are your greatest strengths as a researcher and scholar, and why?
- Tell us about a professional development activity that has made a large impact on your career.
- We all have areas to develop further. In which areas do you feel you can use some further development? What steps have you taken to develop these areas?
- Describe books and articles you have read recently that are influencing your current research project or initiatives.

Competency #3: Valuing Diversity & Solidarity – *Making decisions and initiating action to ensure the capabilities and insights of individuals with diverse backgrounds, styles, abilities, and motivation are taken into consideration.*

- Tell me about a time when you led a group in reaching a consensus on a difficult issue.
- Tell me about a time when your opinion on a matter changed after receiving input from others. How did this affect your actions or attitudes?
- What have you done to promote collaboration and cooperation with your colleagues to create new opportunities within your unit?

Competency #4: Building Trusting Relationships – *Developing effective relationships with faculty, staff, stakeholders, and internal partners; interacting with others in a way that promotes openness and trust and gives them confidence in one's intentions.*

- There are many ways to show respect to others. What ways work best for you? Give me a specific example.
- Provide an example of when you made a decision with which others did not agree. How did this impact your relationships?
- Describe how you have encouraged divergent perspectives in a group setting. Give a recent example of when you used this approach.

Competency #5: Innovation/Entrepreneurship – *Using an understanding of higher education and key market drivers to create and seize opportunities; using one's understanding of major business functions, industry trends, and position of one's institution to contribute to effective strategies and tactics.*

- What innovations have you brought to the teaching of (insert area of research/discipline)?
- What systems have you put in place to recognize or reward those who suggest or make effective changes?
- Describe how your research is innovative and could contribute to the University.

Competency #6: Leadership – *A lucid and authoritative communicator and an excellent, active listener, effective in delegating authority while guiding and monitoring critical operations; enthusiastic and effective in dealing with students, faculty, staff, and stakeholders; adept at collaboration in all facets.*

- Briefly describe your most defining leadership experience.
- What are some of the most effective traits of a unit chair or leader with which you have worked? Tell me how you have incorporated at least one of those traits into your own leadership style.
- Describe how you have worked with a unit or group of individuals to set measurable objectives. How did you monitor the process toward achieving these objectives?

Competency #7: Community Outreach and Engagement – *Initiating and maintaining strategic relationships with stakeholders and potential partners outside the organization (e.g., customers, peers, cross-functional partners, external vendors, alliance partners) who are willing and able to provide the information, ideas, expertise, and/or influence needed to advance understanding of issues and achieve strategic goals.*

- Describe a time you engaged community partners to achieve strategic goals. What led you to work with the individuals that you did?
- Provide an example of a time you worked with diverse individuals and groups. What influence did this group have on your work?
- Describe a community assessment you performed. How did you present your findings, and what groups did you choose to include?
- Explain what leadership skills you have used in developing partnerships. Provide an example of a time you demonstrated these skills.
- Describe a course or learning experience when a community partner co-taught or co-lectured with you.
- Describe how you collaborate with community partners in the evaluation of student work done in the community site.
- Describe how you collaborate with students in the evaluation of a community site or community partner, paying special attention to the utility of the site (and partner) in supporting course goals and learning objectives.

Competency #8: Extension Faculty – *Faculty whose primary assignment is to one of the University extension programs serving the citizens of the Commonwealth.*

- Describe your experience, or the approach you would use, to translate a body of scientific evidence into a program for extension clientele.
- Tell us about a program evaluation you conducted.
- Describe how technology can be used to deliver extension programs.
- Describe how your extension programming is recognized by local clientele, leaders, and university administration as leading edge and how it is adopted by your clientele.
- Explain how you manage your electronic files and communications to ensure timely responses.
- Tell us how you would effectively transfer knowledge to your extension clientele.
- What tools would you use to ensure you effectively reach your clientele?