Texas Tech University Health Sciences Center
School of Nursing

Faculty Interview Questions
OP 20.000 Attachment B

Instructions: Use these standardized questions to guide the interview process. You may or may not address all areas.

Name of Faculty Candidate:_______________________________ Date:____________________

GENERAL QUESTIONS:

1. Tell us why you believe you would be a good fit for this position.
2. Discuss your professional goals.
3. How could your background and experiences strengthen the School of Nursing?
4. Describe a role you filled on a successful team and how your activities in this role contributed to the team’s success.
5. Provide an example of a time when you played a key leadership role in an event, activity or project.
   a. What was your leadership style?
   b. Describe how people reacted to your actions as a leader.
6. What do you see as the most important challenges facing nursing education?
7. Describe a project or situation where you have promoted diversity, equity, and inclusion?

EDUCATION:

1. Describe your teaching philosophy.
2. How have you used innovation and technology in the online or face-to-face classroom? (If applicable: What experiences have you had with simulation?)
3. Describe your experiences teaching students at the undergraduate, graduate, or doctoral level.
4. Describe your ideal faculty colleague.
   a. In what ways do you fit the description?
   b. What resources do you need to function as an ideal faculty colleague?
5. Discuss a difficult situation with a student or faculty colleague and how you dealt with the situation.

CLINICAL SERVICE:

1. Describe your clinical practice and how you envision implementing the service within your faculty role.
2. Describe how you have incorporated scholarly and innovative activities into your clinical service.
3. Discuss how you have maintained your clinical competency.
4. What percentage of time would you like to spend in clinical service?

SCHOLARSHIP WITH RESEARCH PURSUITS:

1. What is your current program of research or scholarship? Where have you disseminated it?
2. What kind of support would you need to pursue your program of research?
3. What experience do you have in writing grants and proposals?
   a. Have you obtained external and/or internal funding for scholarly projects or research?
b. To what granting agencies might you look for future research funding? ACADEMICALLY-RELATED PUBLIC SERVICE:

1. Discuss your service activities in the community.
2. How are you involved in service activities at your current place of employment?
3. Describe your involvement in local, state or national professional organizations.

QUESTIONS TO WRAP UP INTERVIEW:

1. Do you have any additional information you would like to share?
2. What do you need to know about us to make sure we’re a good fit for you?