SoM Faculty Search Committee Toolkit

Interview Questions by Category

***Pick 1-2 under each heading, as appropriate and applicable to the advertised position***

**Introductory questions**

1. Please tell us what motivated you to apply for this position, and what excites you about it.
2. What elements of a career in academia (or a career in academic medicine) are most appealing to you?

**Clinical Experience/Skills**

1. What aspect(s) of your clinical work are the most fulfilling for you and why?
2. Tell us about a challenging clinical situation you’ve encountered and how you navigated it.
3. How would your clinical team members describe working with you? What would they say are your greatest strengths, and greatest challenges?
4. Describe a project or initiative that you developed, or to which you contributed, that improved clinical care and equitable health outcomes.

**Teaching and mentoring**

1. How would you describe your teaching style? Could you provide an example of that style/approach in action?
2. What courses would you be interested in developing or teaching? Can you describe what the structure of the course(s) would be?
3. Describe what you do to support an inclusive environment in which trainees, staff and colleagues are able to collaborate and grow professionally.
4. What would learners say is the most rewarding thing about working with you? What is the most challenging thing?

**Research**

1. What is your research area of focus? What projects or grants do you anticipate working on as you transition to faculty?
2. What and who do you see as being vital to your success, be it mentors, collaborators, partnerships, oppportunities?
3. Who would you identify as potential collaborators and mentors for you as faculty at UW?
4. What experiment would you most like to do if you had unlimited resources?
5. What do you consider to be your best work and why? What did it change about the way people approach your field or specialty?
6. What changes do you see on the horizon in your area(s) of focus? What will you do to adapt to these changing conditions?

**Diversity, equity, inclusion and anti-racism**

1. Describe an initiative that you have developed and/or efforts that you have made to support diversity, equity, inclusion and anti-racism in your work.
2. Describe an experience in which you responded to a colleague, staff member, or trainee who made an offensive or insensitive remark.
3. Describe how you would work to help create a learning and working environment that is welcoming and inclusive.
4. What is your vision for how large academic health centers like UW can more effectively partner with communities to further health equity?

**Leadership and administrative experience**

1. How would you describe your leadership style? Can you provide an example of that leadership style in action? What are potential benefits and downsides to that style of leadership?
2. Describe a project or initiative in which you worked in depth with an interdisciplinary (or multidisciplinary) team. What did you achieve, and what did you learn from that experience?
3. How do you approach decision-making in complex situations?
4. Describe a recent situation in which you were able to effectively build a working relationship or partnership with a person or group with whom you experienced a disagreement or difference in opinion.
5. Describe a recent situation in which you were able to develop consensus to resolve a significant challenge.
6. What work outside of your institution is most meaningful or fulfilling for you?
7. What do you see as the most complex aspects of this position, and how do you believe you will address and overcome challenges that it may present?
8. As a faculty member, sometimes a difficult or unpopular decision must be made. Can you provide an example about a difficult decision you were required to make and the outcome? How did you implement this decision?
9. Can you describe an example of a financial challenge you faced in your work and how you worked to address it?
10. Can you describe your approach to recruiting, retaining, and promoting the careers of talented and diverse people including students, trainees, staff and faculty to strengthen the mission of the Department?

This list of questions was created and adapted from multiple resources at various academic institutions including:

[University of Washington](https://www.washington.edu/diversity/faculty-advancement/handbook/scouting/)

[University of Kansas](https://humanresources.ku.edu/behavioral-interview-questions-faculty)

[University of California, San Francisco](https://career.ucsf.edu/)