

## **Interview Questions – Assistant Professor**

### **Stage 1 – Online/Phone Interview**

- Usually, 30 minutes.
- Committee may quickly introduce themselves OR might expect you to have done your research on each of them in advance.
- May or may not ask you for a 10-minute power point presentation on your experience.
- More detailed questions regarding research or teaching depending on the advertised position requirements.

#### ***Introduction and Motivation***

*1. Could you tell us a little about yourself and why you are interested in this position?*

#### ***Research and Grantsmanship***

*2. Can you speak to your past research experience relevant to this position keeping in mind that external funding and publications are important for tenure at the university?*

*3. What will be the major goals of your research program at this university?*

#### ***Teaching and Recruitment***

*4. What new courses could you design to teach our graduate and undergraduate students?*

*5. What do you think are some of the best ways to recruit high school students to our BS program and college students to our MS/PhD programs?*

#### ***Candidate Question (Must prepare at least 2)***

*6. If time permits, what questions do you have for us?*

#### ***Optional***

*What resources will you need to succeed in this role?*

## **Full Interview (Meeting with the Search Committee)**

- This varies a lot and depends on the committee chair.
- It can be conversational or there might be prepared questions.
- The objective is to gauge whether you will be able to meet the tenure requirements.

### **Research**

1. Outline your first USDA/NSF/Federal proposal? Provide three aims? Are they feasible in three years?
2. Outline the primary research question of your first manuscript? What experiments will be needed for it? What resources and how many personnel will you need to achieve the goals?
3. How do you envision incorporating students (graduate, undergraduate), into your research projects?

### **Teaching**

4. How do you assess student performance beyond traditional testing?
5. Have you mentored junior researchers or students working under your supervision? Can you give an example and the approach you took to resolve any challenges you faced?
6. How do you handle differing levels of experience or familiarity among students in the lab, ensuring that all students benefit from the class?

### **Laboratory**

7. How do you incorporate the latest technological advances and tools in your laboratory/teaching instruction?

### **Community**

8. Do you actively participate in professional networks or organizations related to plant science? Any leadership roles?
9. Which Scientific conferences or meetings are you attending routinely? What was the last meeting that you attended, and did you present any of your results in that meeting?