

Sample interview questions for a Biology faculty position at different types of institutions

R1 university, Medical School, with minimal/no teaching responsibilities

- 1) Why are you interested in our department?
- 2) Tell us a little bit about your research plans.
 - a. Follow Up: Can you talk a bit more broadly about your research vision?
- 3) What would you need equipment-wise to get things going?
- 4) Who are you looking to hire right out of the gate: post-doc/ technician/grad student? And what kind of person would you look for?
- 5) Where do you see yourself applying for funding?
- 6) What do you see as your strengths/weaknesses and how do you want the department to support you?
- 7) Any questions for us?

R1 university with teaching responsibilities

- 1) What drew you to our institution and department?
- 2) What courses do you feel qualified/capable of teaching? What is your general teaching philosophy?
- 3) How will you set yourself apart from your current PI?
- 4) Tell us a little bit about your research in terms of potential collaborations/ scope/core facilities you would be utilizing.
- 5) What do you see as sources of funding and who would you want to hire right off the bat and how quickly would you want your lab to grow?
- 6) Any questions for us?

R1 university with teaching responsibilities

- 1) Please give us a 5 minute presentation of your research plan.
- 2) Do you think of your work as translational or having translational applications?
- 3) What size do you envision for your lab, and makeup of graduate vs undergraduate?
- 4) Where are the points of unique-ness for you compared with your PI or others in your field?
- 5) Any questions for us?

R1 university with teaching responsibilities

- 1) Tell us a little bit about your research goals.
- 2) What sets you apart from your current PI?
- 3) What drew you to our institution and how do you see your research fitting in the broader department?

- 4) What kinds of students/trainees do you envision recruiting to your research program?
- 5) Any questions for us?

R1 university with teaching responsibilities

- 1) Tell us a little bit about your background and how that shapes your research goals.
- 2) What size do you envision for your lab, and who would you hire immediately?
- 3) Can you describe a course that you would want to teach?
 - a. Follow up: What course would you like to develop?
- 4) Where do you think your research fits in terms of funding sources?
 - a. Follow up: Which NIH study section would your research fit into?
- 5) Can you tell us a little bit about how diversity plays into your research or teaching?
- 6) Any questions for us?

Liberal Arts College

- 1) Research: How do you see adapting your research so that it fits on short-term scale of Honors Thesis work or summer student?
- 2) What courses can you teach? We're looking for Molecular biology/Cell biology intro course, Biochemistry II: Metabolism, and Immunology.
- 3) What courses would you be interested in developing or initiating and can you describe a bit what the structure would be?
- 4) Any questions for us?