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?