FACULTY SEARCH GUIDE

Appropriate Reference Questions:

1. How long have you known _______, and in what capacity?
2. Given the opportunity, would you rehire or hire this person for a position in your department? If not, why? [Pursuant to the Faculty Hiring Process, this type of question should always be asked.]
3. This position for which ______________ is being considered involves the following job responsibilities. Based on your knowledge of ______________ training and experience, what is your opinion regarding ______________’s ability to successfully perform those duties?
4. How would you rate the performance of ______________ in his/her current role?
5. Have you observed ______________ in a teaching setting? What would you say are ______________ strengths as a teacher? What are his/her weaknesses, if any?
6. Did ______________ engage in research while at your institution? What is your professional opinion regarding the quality of that research?
7. To the best of your knowledge, has ______________ effectively incorporated students in his/her research?
8. What type of professional position did ______________ hold at your institution?
9. How would you rate the overall performance of ______________ in that role?
10. Have you experienced any negative working interactions with ______________? Explain.
11. Working effectively as a team toward goals and objectives defined by the faculty as a whole is critical to the overall effectiveness of our department. Based on your observations, does ______________ function effectively as a member of a team effort?
12. Respecting and valuing diversity are critical to the role and mission of NAU. What experience does ______________ have with respect to diversity? Has ______________ actively incorporated a commitment to diversity in his/her work at your institution? In what ways has ______________ incorporated a commitment to diversity in his/her approach to his/her work?