1. Why are you interested in this position/university?
2. Tell us more about you
3. Tell us about your dissertation
4. What is your five-year plan/research plan?
5. What research methodologies are you trained in?
6. How do you plan to balance the relationship between teaching, service, and research?
7. What are your weaknesses?
8. What are your hobbies outside of academics?
9. What are some funding sources you intend to pursue?
10. What is your publishing plan? What are some journals you plan to publish in?
11. Describe your teaching experience. Do you have any experience with online courses?
12. What courses do you think you could teach (generic and university specific)?
    1. Review the courses in the department’s programs and have a list of courses you could teach ready.
13. What new courses would you propose to teach?
14. What is your philosophy/approach to teaching?
15. Have you supervised student teachers or interns?
16. What is your approach to mentoring?
17. How do you define social justice? What is your prior experience with diverse populations? How would you promote diversity, equity, and inclusion at this university/school/department?
18. What are some critical issues in the field of education/special education today? How would you address those?
19. Tell us about a time you had a conflict with a colleague. How did you address the conflict or work with this person?
20. **Questions for Search Committee:**
    1. Research:
       1. I’d like to know more about the sources for research support on campus (e.g., research/teaching assistants, technology support, secretarial/administrative, travel funds, internal funding).
          1. Is there infrastructure to support new faculty in conducting research?
       2. How much time is typically spent on research by faculty? Is there an allotted FTE for this role?
       3. What is the university’s relationship with the local schools? Are there strong collaborative partnerships to support research? To support teaching placements?
    2. Teaching:
       1. I’m interested in knowing how graduate students are supported in your program.
       2. Are there any likely areas into which the curriculum of this program is expected to grow?
       3. How much teaching experience do students receive in the program? Do they have any other field experiences/internships?
       4. What’s a normal teaching load? Average number of students per class? TAs?
       5. Summer teaching opportunities?
       6. How are assistant professors evaluated?
       7. How is the curriculum developed?
       8. Would I be able to develop/propose new courses?
       9. Tell me about your students and how they are recruited? Where do they come from and what is their background?
    3. Service:
       1. I’d like to know more about the advising and mentoring programs in the college. How do faculty work with students outside the classroom?
       2. How are professional activities encouraged or supported?
       3. How active are the faculty in professional associations? What about the university senate or other university committees?
    4. Other:
    * How are new faculty oriented and mentored during their first year?
    * Are there faculty development programs about technology, teaching, grant-writing, or lab management?  
      What are the guidelines for promotion and tenure?
    * What is the expected time allocation for the tenure process?
    * What percentage of assistant professor achieve tenure here?
    * What percentage also reach associate level?