**Department of Pediatrics --**

**Interview Questions for Faculty Candidates**

**\_Questions to ask of the interviewer\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**What stands out about this applicant?**

**What attributes does the Candidate have that is missing in the Division evaluation of potential faculty?**

**What would the applicant need to be successful and supported here and UW and SCH?**

**In what ways would this applicant contribute to our Division? Why or why not would you like to work directly with this applicant?**

**What would this person bring or contribute to the Department that is currently an unfilled need?**

**What is the candidates unique attributes?**

**What is the applicant’s commitment to and experience with diversity in faculty and staff?**

**\_QUESTIONS TO ASK DIRECTLY TO CANDIDATES\_\_\_\_\_\_\_\_\_\_\_\_**

**What does a balanced life meant to you?**

**Tell me what a Supportive Environment looks like.**

**What are you looking for that would draw you to accepting a job with us?**

**We are very committed to diversity here in the Department of Pediatrics, what have you done in your training and career to assure cultural competence with patients and in the workplace?**

**What would it take in terms of support for you to believe you have a good work life and community family life?**

**After we focused on these specific questions we also decided it would be important to have clear messaging both in materials that are produced when recruiting and in information given to candidate in preparation for the interview:**

**1. Make sure the mission statement is prominently placed in all materials in packet sent out before the interview.**

**2. When in interview ask : Have you read our mission statement? These ideals and goals are important to us . Is there something in the mission statement that speaks to how you have or might contribute to the mission?**