

Behavioral Based Interviewing for Academic Search Committees

Irene Burgess, PhD
Charlene Bergstresser, RN, MS, ACC



Objectives

- ❖ Recognize the value of utilizing experiential interview questions.
- ❖ Evaluate current interview processes and questions utilized in your department/institution
- ❖ Practice utilizing behavioral based interviewing technique



Current Experience

What is working well?

What isn't working well?

What do you believe is missing?

What types of constraints do you face?



Scenario



Behavioral Based Interviewing

Focus on past performance and experience

Designed to explore skills, attributes and attitudes.



Designing the Interview

❖ Process

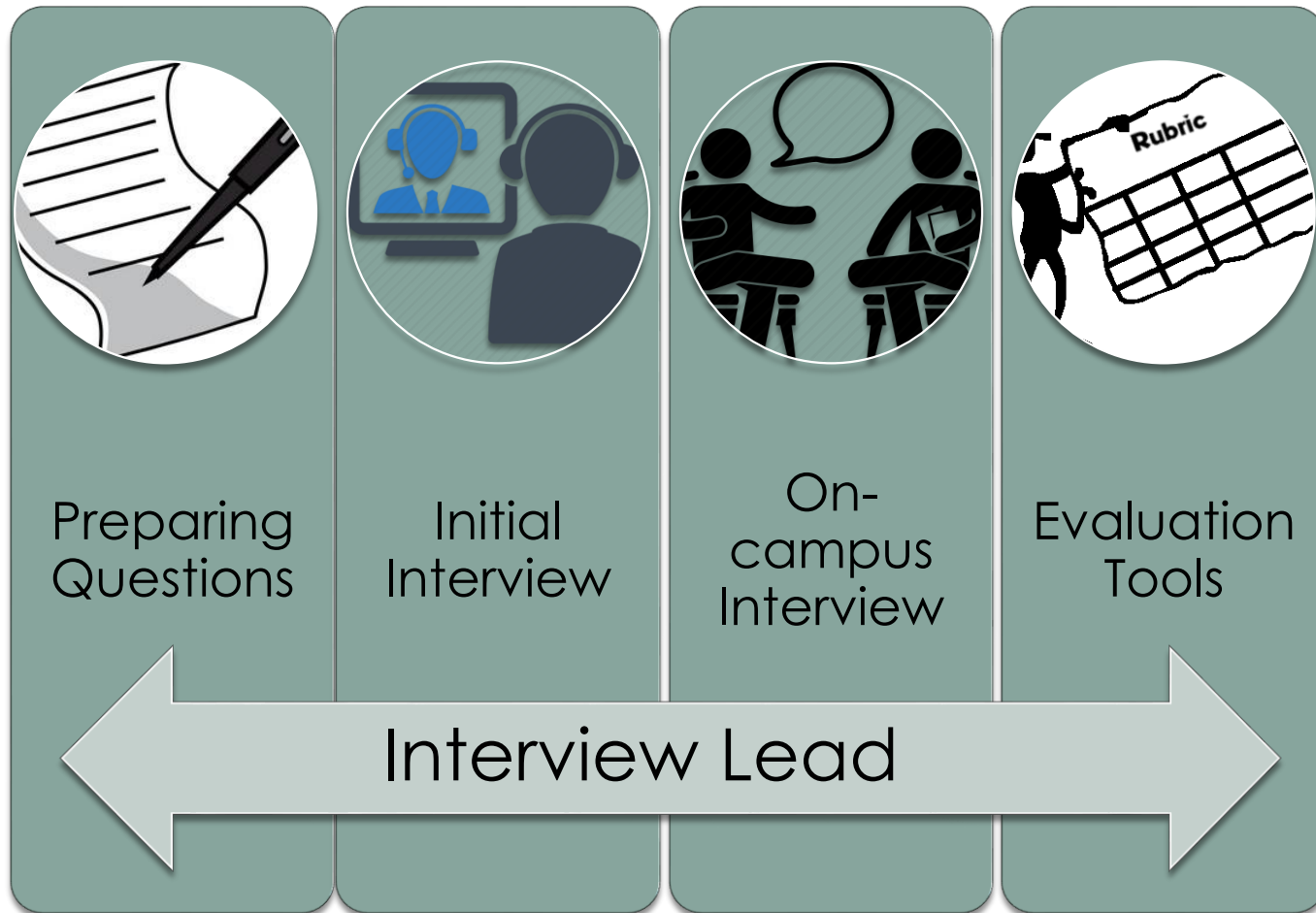
❖ Role

❖ Departmental/Institution

❖ Diversity and Inclusion



Process



Role/Search Requirements

❖ Clear Role Description

❖ Faculty elements

- Instruction
- Research
- Service



Department/Institution

❖ Values

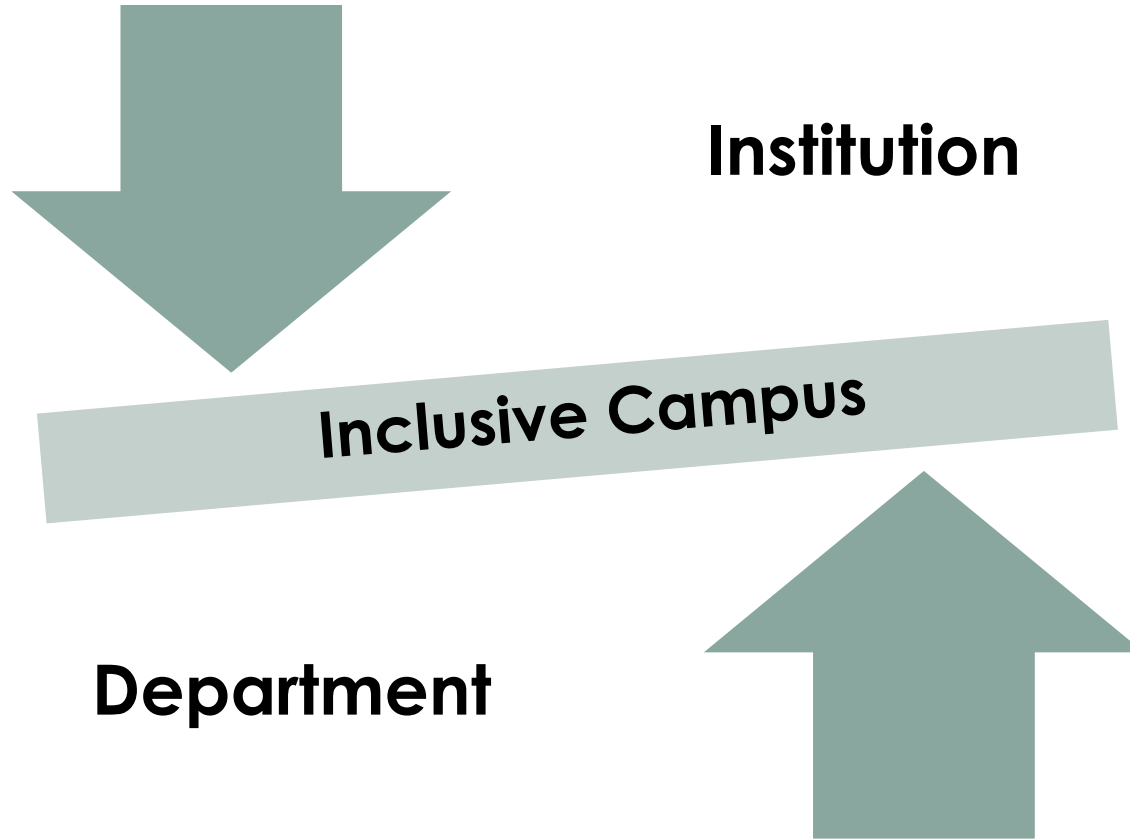
❖ Culture

❖ Initiatives

❖ Assessment and Evaluation



Diversity and Inclusion



What are you looking for?

- Job description
- Role expectations
(Instruction/Research/Service)
- Cultural markers/values
- Assessment of performance
- Diversity needs



Break



Designing the Questions

BI Questions are not questions...

- ❖ Opening Phrase
 - Tell me, give me, describe
- ❖ Situation or Problem
 - Avoid conditions of success
 - Consider resource qualifiers



Time to design

Improve or create three
interview question for a
position in your
department

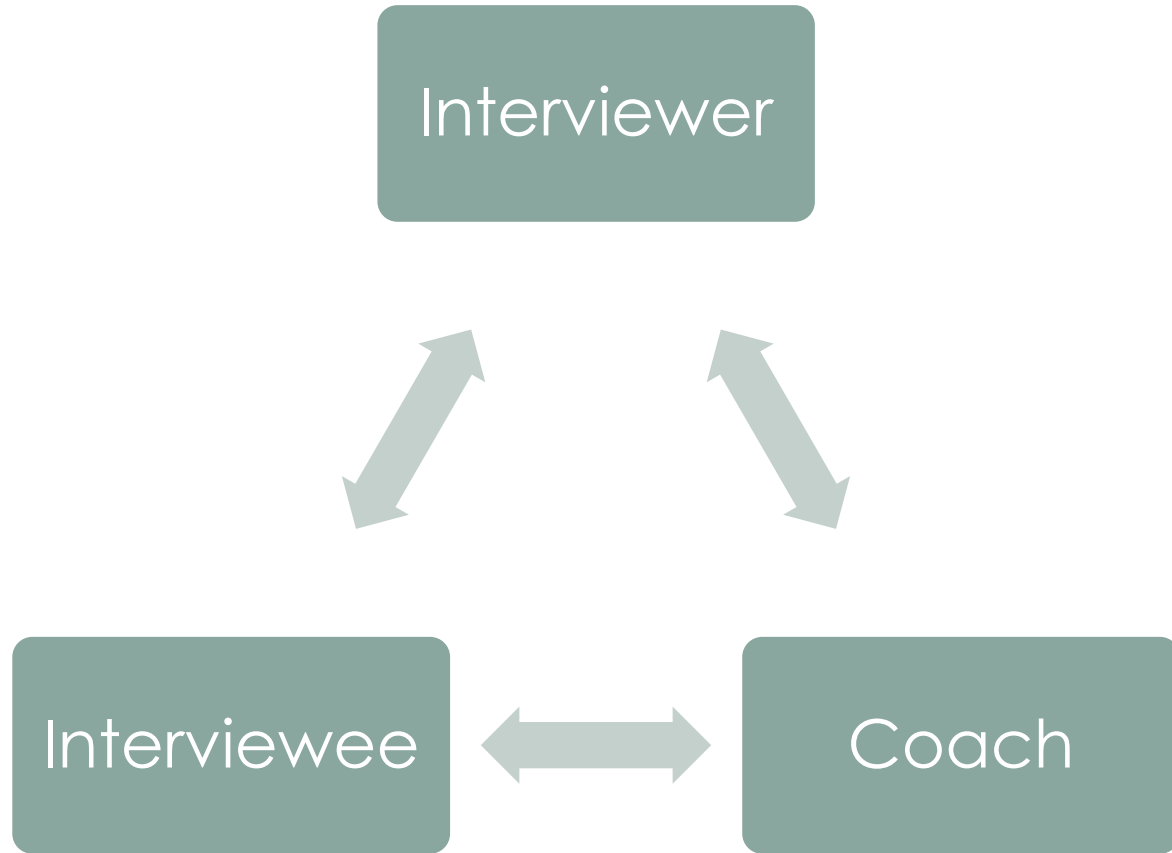


Conducting Interviews

- ❖ Creating the right environment
- ❖ Preparing others
- ❖ Clarifying as needed



Practice



Next Steps

- ❖ Check in on objectives/goals for session
- ❖ What one thing will you do differently as a result of this session?



References/Resources

Buller, J. L. (2012). *The Essential Department Chair*. San Francisco, CA: Jossey-Bass.

Buller, J. L. (2017). *Best Practices for Faculty Search Committees*. San Francisco, CA: Jossey-Bass.

Chun, E., & Evans, A. (2015). *The Department Chair as Transformative Diversity Leader*. Sterling, VA: Stylus Publishing LLC.

Fine, E., & Handelsman, J. (2012). *Searching for Excellence & Diversity: A guide for search Committees*. Madison, WI: WISELI: Women in Science and Engineering Leadership Institute.



Questions

