T&LTC CANDIDATE - 1ST INTERVIEW QUESTIONS

Candidate:	Date	Interview Team Member:

Criterion	Interview Questions
Master's Degree Rigor and experience in academic experience	
Experience with educational assessment and instructional design Assessment, facilitating and instructional design	1. In an ideal world, how should instructional design improvements and faculty development occur at a university with experienced faculty?
Currency in best practices in teaching and educational technology at the college level Experience with Banner, TracDat, Taskstream or other educational assessment tracking software, Word Press, Quality Matters, Adobe Acrobat, and Teaching/Learning Technology Hardware Innovation is highly desirable.	2. Please give a specific example of applying current technology in your teaching or when providing professional development.
Online teaching experience Enough experience to know what online instructors face in online education. Definitely want "reflective practitioner" emotional maturity & skills (i.e. what can I do to make it better v this is stupid)	3. What are the biggest challenges that you found in delivering online instruction? How have you overcome these challenges?
Experience in facilitating and collaborating in faculty development Refined interpersonal skills: listening + evaluation + action => professional development experiences consistently happen. Have an open, invitational communication style (not directive) with a good sense of humor. Organization skills and Sequencing knowledge.	4. What techniques have you found to be most effective when working with faculty on their professional development?? What types of approaches have you found do not work?
Experience with LMS or equivalent; Canvas expertise desired Experience with a variety of learning management systems (LMS), and knowledgeable about their current and future underlying technology	5. Please provide an example where you successfully helped faculty to use specific features of a LMS to ensure better quality instruction.

Record of excellent communication Group skills + workshops with diverse personalities; published (writing skills)	6. How do you roll out a new T&L initiative, and how do you win over a diverse and occasionally prickly group of faculty to use it? Please give an example.
Record of technology skills Technologically proficient in LMS, leaning technology: What's possible? What's out there?	
Record of successful collaboration with diverse professional groups Skilled with groups including faculty, outreach to secondary ed schools, advisors, IT, TRIO, and peer professionals. Community building experience and accomplishments.	7. Please provide an example of a collaborative work environment where you experienced success. What are the key elements of that environment that made it so successful? How could you bring that to EOU?
Record of task accomplishment and detail orientation Fully able to track details; very organized with information. Not a perfectionist but responsible and conscientious with information	8. What accomplishment are you most proud of, and how did it highlight your organization skills, time management, and attention to details?
Enthusiasm for teaching and learning in all its forms Enthusiastic! and positive; professional calling to change the lives of students!	9. What is most satisfying in the work you do? What elements represent the biggest challenge?

Character Qualities:
- Conscientious and pragmatic follow-through with others
- Instinctive ability to motivate toward meaningful, purposeful goal achievement.
- Remaining harmonious, clear-headed, patient, and confident.
- Diligent and faithful work habits that facilitate versatile interpersonal capabilities
- Above-average listening skills that result in efficiency and achievement.
- Perseverance toward personally assimilated goals, thoroughness via planning and preparation, and refined listening communication skills are the hallmarks of this position.

Leadership characteristics:
- Superior abilities to visualize entire projects from start to finish.
- Reliable and patient organizational talents that avoid hasty starts into activities without proper assessment of time, materials, and other needs.
- Dependable, "down-to-earth" relations with faculty and peers.

10. What's one personal characteristic you bring that will lead you to success at EOU?

11. Do you have questions for us?