## Questions for education interview

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| What we look for (comb ALC criteria/TT criteria):   * Has a vision on education and student learning. * Has experience (or potential) in supervising students. * Has experience (or potential) in teaching existing course components. * Has demonstrable experience in contributing to working groups, teaching teams in the field of education. * Seeks ways to improve own teaching and is able to analyse evaluation results, draw conclusions and pinpoint areas for improvement. |

### Criteria: Teaching ± 15 min

1. What is your preferred teaching style? When do you adopt which style?
2. What does your ideal bachelor course look like?
3. Do you have experience in team-based teaching? If so, how does it work for you and if not, do you think there is added value in team-based teaching? (If we want to press them: Please consider, the module/course development, the place in the curriculum, yearly alignments within the programme, and alignment of learning objectives, teaching materials and teaching methods, and assessments.)

### Criteria: Supervision ± 10 min

1. What is your approach to supervising students?
2. Describe a situation when you had to deal with a student whose progress is not what you expected?
3. What do you do stimulate excellence in supervision? Give an example.
4. What are important criteria for you to assess the progress of a student and when the student is ready to graduate?

### Criteria: Development ± 10 min

1. What would you like to develop as a teacher and supervisor and why?
2. Tell us how your research has influenced your teaching/supervision and vice versa.

### Explain University Teaching Qualification ± 5 min

TU Delft requires a University Teaching Qualification (UTQ). Do you understand what it is, and do you have a similar qualification? (If not, we explain) Do you see a benefit for having all lecturers having a formal qualification in teaching and can you explain your answer?

### Questions from the candidate ± 5-10 min.

## Guidelines for Vacancy lead/interviewers to explain to all candidates

Please discuss with committee members before the candidate comes in the structure of the interview, the questioning and scoring guidelines enclosed in this document.

**Start the interview on time!**

1. Welcome the candidate.
2. This interview will take max. 60 min.
3. You have prepared a pitch of 10 minutes on ….
4. After that we have 40 minutes interview.
   1. We have some fixed questions for all candidates so we can make a fair decision.
   2. We anticipate no more than a max. 2-3 minutes per question.
   3. Try to keep the answers short and to the point.
   4. Do not worry if we say we will move onto the next question. We wish to cover a range of topics in this short time span.
5. We wish to reserve approx. 5-10 min time before the end of the interview for your questions.

**End the interview on time!**

Guidelines for the interviewers

**Questioning:**

We want to reduce bias during the interview process in the way we assess the candidates and compare them with their peers. For this we have prepared a series of standard questions. We would like to ask you to present each candidate with the same type of questions and spend approximately the same time per topic. Discuss with your vacancy lead before the interview who addresses which topics. And try to maintain this pragmatically with each candidate in order to reduce bias in assessment.

**Scoring:** Write down your scores on the form during or directly after the interview. Check the sheet that the candidate's name is correct, your name is on it and the topic of the interview is correct (Research, Education or Leadership). Make sure your score sheet is filled in with 4 scores ranging from 1 to 4 per topic. You can write comments on the scoresheet during the interview. These forms will be collected, the scores will be processed, and the sheet will be returned to you with the notes for the end of day evaluation meeting.

**Do not discuss the candidate** with each other after the interview days. The first time candidates are discussed with someone else is during the evaluation meeting at the end of the day.

**Evaluation** at the meeting at the end of the day the three candidates will be discussed. You will be given back your scoring sheets. As well as an aggregated scores over all candidates. The evaluation will be per criteria to discuss the three candidates (as opposed to discussing candidate 1 completely, candidate 2 etc it will be criteria 1, criteria 2). This to minimize bias. Soft info from dinner, lunch, and labtour will be weighed if required and the information of the trail lecture will be reported in person to you as committee.

***Thanks for your participation and help in selecting our future staff!***