

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ADJUNCT PROFESSOR

1	What experience do you have teaching at the college level?	1 2 3 4 5	
2	What makes you passionate about teaching?	1 2 3 4 5	
3	How would you approach creating a lesson plan for an undergraduate course?	1 2 3 4 5	
4	How do you handle disruption or unruly students in your classroom?	1 2 3 4 5	
5	Are there any particular strategies that allow your students to best engage with the material in your classes?	1 2 3 4 5	
6	How comfortable are you using technology in the classroom, such as virtual whiteboards, video lectures, etc.?	1 2 3 4 5	
7	What methods do you use to assess student learning?	1 2 3 4 5	
8	Are there any special techniques or approaches to teaching that you use in your classes?	1 2 3 4 5	
9	How do you ensure students have a positive and engaging learning experience in your classroom?	1 2 3 4 5	
10	How would you respond if an issue arises between yourself and a student?	1 2 3 4 5	
11	How do you keep up with the current trends and best practices in teaching and learning?	1 2 3 4 5	
12	How have you incorporated diversity into your classroom instruction and student engagement?	1 2 3 4 5	
13	What would be your approach to providing student feedback on their assignments or coursework?	1 2 3 4 5	
14	How do you ensure students have access to the resources and support needed to succeed?	1 2 3 4 5	
15	What strategies do you use to engage with the parents or guardians of your students?	1 2 3 4 5	
16	How do you stay organized and manage multiple classes or tasks simultaneously?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	① ② ③ ④ ⑤	
Prior Work Experience Skills or qualifications acquired through past work.	① ② ③ ④ ⑤	
Qualifications / Experience The technical skills the position actually needs.	① ② ③ ④ ⑤	
Problem Solving Abilities Demonstrated critical problem-solving.	① ② ③ ④ ⑤	
Communication Team building and communication skills.	① ② ③ ④ ⑤	
Organizational Fit Would this hire steer the organization the right way?	① ② ③ ④ ⑤	
Directional Fit A step forward, or backward, in their career?	① ② ③ ④ ⑤	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.