
Sample Questions for Leadership Searches

The questions below have been drawn from searches across the Faculty of Health Sciences at various leadership levels.

Multiple examples are provided below and the Selection Committee can determine which suits the search and can modify the questions as needed.

Collaboration

1. How do you ensure that cooperation between groups that may have differing goals?
2. Partnerships are essential for creating and supporting opportunities for innovation, strengthening financial and human resources, and achieving important goals. What types of key partnerships and alliances will you seek out as Chair? (Describe the partnerships and alliances you have successfully forged in the past.)
 - a. What personal strengths and strategies contributed to this success?
 - b. What are the lessons learned from past partnerships that will strengthen your approach in the future?
3. The Department contains faculty from a variety of different disciplines. How will you foster a sense of community and shared vision across this disparate group?
4. The practice of xx is inherently interdisciplinary and interprofessional. As the chair, what have you done (or what do you plan to do) to facilitate collaboration between your department and others in FHS and/or the broader community?
5. The Department is highly self contained. How will you encourage and foster relationships with other Departments and Schools in FHS? What are your plans for encouraging interdisciplinary relationships within the department?
6. The xx program crosses several departments. For this program to continue to succeed, leaders must work collaboratively on complex issues.
 - a. How do you plan to manage this?
 - b. OR - Over the last five years, what lessons have you learned that can be applied going forward?
7. As the Chair of xx, relationships with hospital partners are of critical importance.
 - a. What do you feel are the current strengths and weaknesses of these relationships?
 - b. What are your plans to strengthen these relationships and ensure that everyone feels like an equal partner?

8. As you know, building and maintaining relationships with partners both within the faculty and in the broader community is important. What types of key partnerships and alliances will you seek out as the XX?
 - a. Describe the partnerships and alliances you have successfully forged in the past.
9. Building and maintaining relationships with partners both within the University and in the broader community is important.
 - a. What is your vision for the future to expand or implement internal and external key partnerships and alliances to support the dual missions of research and education?
 - b. What challenges do you foresee and how might you address these challenges?

Last updated – May 2024