
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.

Recruitment/Retention/Mentoring of Faculty

1. What do you see as the biggest challenge facing our faculty members and what role does the XX, play in addressing this challenge?
2. What are your plans regarding faculty retention and renewal?
3. Should new recruits be tied to existing research groups or are there new areas to explore?
4. We are seeing fatigue and burnout in faculty, staff, and learners. What strategies can you enact to address these issues?
5. Recruiting and retaining faculty and encouraging the leadership abilities of existing faculty members is of critical importance to the future of FHS. What do you feel is your role in this area?
6. How would you ensure that faculty feel supported throughout their career?
7. What is your plan to ensure that the large contingent of part-time faculty understand that they are an integral part of the department and remain engaged?

Role Renewal

8. We are seeing fatigue and burnout in faculty, staff, and learners. What strategies have you used to address these issues?

9. Since taking on this role, the faculty complement has grown and significantly shifted the demographics of the department. What have you done to ensure that new and existing faculty feel supported and encouraged in their academic careers?
10. If you are renewed, what initiatives do you plan to implement to mentor and support students, staff, and Faculty/instructors in the program?

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