

2023 Dean Search; Zoom interview questions

Name: _____

| | Great | OK | Poor | Notes |
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| What do you find compelling / about the School of Business deanship at SIUE? Why SIUE? What attracted you to this position? | Relates specific SIUE characteristics to career exp; highlight specifics of importance | Provides a few examples of +ves at SIUE | Lists general SIUE characteristics; does not related to career? | |
| Based on what you know of the School of Business so far, have you identified any specific challenges that would benefit from your knowledge, skills, and experience? | Identifies 2 or 3 specific challenges and discusses how they have dealt with them before or skill they possess that would be useful | Identifies specific challenges and skills they bring; the relationship between the two is nebulous | Discusses what actions they would suggest? | |
| SIUE is focused on creating an antiracist and inclusive environment for students, faculty and staff, and the School of Business is committed to these principles. How do you envision influencing and contributing to the achievement of school goals in these areas? | Provides examples of how many School initiatives (student success; recruitment; fdf; PTE, CE) can be used to advance SIUE's ADEI goals; addresses students and employee needs | Provides examples of how some School initiatives (student success; recruitment; fdf; PTE, CE) can be used to advance SIUE's ADEI goals; addresses students and employee needs | Focus is on diversity recruitment only | |
| The new dean will be responsible for developing and growing various sources of revenue. What practices and infrastructure do you think lead to the strongest outcomes in generating programmatic revenues? What has your experience been in this area? | Discusses with examples programs that they started or administered with a revenue generation focus; success and concerns are highlighted. | Discusses with examples programs with a revenue generation focus that they were involved with as faculty. | Discusses options and opportunities for revenue generation via educational programs. | |
| The new dean is expected to develop and maintain partnerships with local, and regional organizations, businesses, and alumni. What has been your experience in building and fostering these partnerships for philanthropic gain? Please share your own experiences collaborating with internal and external partners to procure external funding to support the goals and strategies of your unit. | Highlights multiple collaborative efforts with internal and external stakeholders and how they led to fundraising. | Highlights collaborative efforts primarily with internal stakeholders and how they led to fundraising. | Played roles supporting collaborative and fundraising efforts. | |
| What does innovative curriculum and online education mean to you? Please share with us the actions you have taken to support such innovation. | Clear definition of innovation; shares multiple examples of innovation as a PD/ Assoc Dean | Discusses innovation with examples of engagement as PD / Chair | Discusses innovation in own classes. | |
| We are interested in learning about your approach to working with students. How would you build a collaborative, innovative, and supportive space for students to thrive and grow intellectually? | Provides examples of multiple ways to engage with and involve students in decision making to improve student development and retention an graduation | Provides examples of multiple ways to engage with students; initiatives to improve student development; discusses impact on retention and graduation | Personal examples of student engagement and collaboration | |

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| <p>SIUE uses a shared governance model and has multiple unions. Please discuss your philosophies and/or experiences about decision making in a shared governance and union environment.</p> | <p>Clear explanation with examples of involving faculty at school and univ level in developing and approving curriculum and work env (examples of process); shows knowledge of how cbas are developed and implemented</p> | <p>Examples of school faculty involvement with curricular decisions; expresses positive feelings about the union</p> | <p>Examples of self involvement in curricular changes; discusses role of unions</p> | |
| <p>What experience have you had in strengthening or changing internal structures, policies and systems in order to achieve academic excellence?</p> | <p>Discusses engagement in structural change / enhancement initiatives at the School and / or University level; clearly highlights how those changes were designed and implemented to improve academic excellences</p> | <p>Discusses engagement in structural change / enhancement initiatives at the Department or School level; how those changes were designed and implemented to improve academic excellences is not clearly explained</p> | <p>Discusses engagement in Department level; and / or discusses how changes have to be considered with an eye on the core function – design and delivery of learning</p> | |
| <p>Please discuss your experiences with regard to developing budgets and managing resource constraints.</p> | | | | |
| <p>Thank you so much for your thoughtful answers to our questions. Now we would like to give you about 10-15 minutes to ask us questions or share anything else we haven't talked about yet.</p> | <p>Questions reflect good understanding of SIUE focus and initiatives and culture; Adds pertinent information not covered.</p> | <p>Questions reflect knowledge of SIUE focus and initiatives and culture; Adds pertinent information not covered.</p> | <p>Questions reflect personal fit issues; reflect discomfort with some of the SIUE initiatives</p> | |
| <p>That wraps up our time together. WK will be staying in touch with you and apprising you of next steps in the process. Thank you so much for spending time with us and have a great rest of your day!</p> | | | | |