

Competency-Based Interview Questions College of Pharmacy (Faculty-Specific)

<https://www.hr.utah.edu/serviceTeams/comp-based-questions-COP.php>

Communicates ideas in the classroom

Competency	Leading Question	Follow up Questions	Key Criteria
Communicates ideas in the classroom; freely shares knowledge, information, ideas, resources, expertise, etc.	Tell us about a job situation where you were a member of a team and had information and resources that would be beneficial to other members of the group.	How did you communicate it? What resulted from your efforts?	Good communicator Shares information Team player Networker Leader Recognizes others' input, ideas and skills Open to change

Conflict resolution

Competency	Leading Question	Follow up Questions	Key Criteria
Conflict Resolution.	Tell us about a time you encountered conflict at work and how you handled the situation.	What was the most difficult part of the situation to resolve? What was the long term outcome of the relationship? What did you learn from the encounter? What would you have done differently?	Professionalism Leadership Insight Ability to collaborate Analytics Teamwork

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Culture of entrepreneurship

Competency	Leading Question	Follow up Questions	Key Criteria
Culture of entrepreneurship; generates new ideas and value-added products and services.	Tell me about a time when you were able to generate new ideas for a project in your division or department.	<p>What was your approach for generating new ideas?</p> <p>How do you communicate your ideas and seek to obtain buy-in?</p> <p>Do you prefer brainstorming new ideas with a group or are you better with generating them alone?</p>	<p>Creative</p> <p>Innovative</p> <p>Communication skills</p> <p>Primary functions as leader and/or follower</p> <p>Value of innovation in the unit</p> <p>How credit is allocated for/among team members</p>
Culture of entrepreneurship; inspires and accepts innovation in others.	Tell me about a time when a colleague had an original idea for a value-added product or service.	<p>How did you respond to the idea?</p> <p>What steps did you take to get it implemented? What was the outcome?</p>	<p>Motivator</p> <p>Use of encouragement and praise</p> <p>Innovative</p> <p>Communication skills</p> <p>Primary functions as leader and/or follower</p> <p>Value of innovation in the unit</p> <p>How credit is allocated for/among team members</p>

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Future plans (research, etc.)

Competency	Leading Question	Follow up Questions	Key Criteria
Future Plans (research, etc.).	<p>Were we to hire you, what would your five and ten year goals be?</p> <p>How would you plan on achieving these goals?</p>	<p>What research experience do you have that would support you in meeting your five year and ten year goals?</p> <p>What resources would be necessary to reach your five year goals?</p> <p>Your ten year goals?</p> <p>Tell us about your most recent scientific publication.</p> <p>When was it published and what was the topic?</p> <p>What contribution will your research provide to the College of Pharmacy?</p>	<p>Viability of research</p> <p>Forward thinking</p> <p>Financial responsibility</p> <p>Strategy</p> <p>Fit with current vision, values, and goals</p>

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Grant writing and general writing skills

Competency	Leading Question	Follow up Questions	Key Criteria
<p>Grant Writing and General Writing Skills.</p>	<p>Describe your grant writing and research experience.</p>	<p>How many grants have you written and been awarded?</p> <p>How do you approach guidelines and deadlines?</p> <p>Explain your proposal development process.</p> <p>Tell us about a successful funding experience.</p> <p>Tell us about a difficult funding experience.</p>	<p>Success in grant award</p> <p>Timeliness</p> <p>Urgency</p> <p>Organization</p>