

## **From the NC State Faculty Ombuds Office**

(contact the Faculty Ombuds Roy Baroff for more information)

### **Be Nice Campaign: Be Hard on Problems and Soft on People**

Find the new hire that will **Be Nice** !

The following interview questions are designed to explore the collegiality of potential faculty hires based on material from Robert E. Cipriano, **Facilitating a Collegial Department in Higher Education: Strategies for Success**, Wiley and Sons, 2011.

Cipriano explored this further in “Collegiality as a Fourth Criterion for Personnel Decisions” published in *The Department Chair*, Vol 25, Issue 4, March 2015.

Here are Cipriano’s questions from *Facilitating a Collegial Department*:

( pp. 37 – 38)(language is quoted)

1. What were your most creative contributions to promoting rapport among your colleagues?
2. Every department has its own “dysfunctionality quotient.” In your last position, what were the quirks and how did you deal with them?
3. In what areas do you typically have the least amount of patience in working with your fellow faculty members?
4. If we were to ask your colleagues to describe your strengths and weaknesses in communication with other faculty members, students, and management, what would they say?
5. Tell us about a conflict you had with a colleague in the past that, looking back, you would have handled differently.
6. All of us have core principles, values, or beliefs that we view as nonnegotiable. What issues would cause you to “go to the mat”?
7. Which of the following three factors would play the most significant role in your decision to accept the offer from this institution: (a) the university, (b) the position you are applying for, or (c) the people you would be working with?