

## Sample Applicant/Candidate Screening Questions to Assess Diversity Skills from Missouri University

- Describe how you, as a faculty member, function and communicate effectively and respectfully within the context of varying beliefs, behaviors, and backgrounds.
- What ideas do you have for educating students about diversity?
- What ideas or plans do you have to incorporate inclusive excellence into classes you teach and/or the larger department curriculum?
- What examples can you give of how you have incorporated coverage of content related to diverse or under-represented populations and/or perspectives into your teaching?
- What experience do you have in building a research and teaching portfolio that considers diversity (broadly defined)? How would you use that experience to mentor students?
- What experiences do you bring that prepare you for mentoring diverse undergraduate and graduate students?
- Give us your background on teaching and mentoring experiences with students from diverse cultural backgrounds.
- What do you see as the most challenging aspects of an increasingly diverse academic community, and what steps have you taken or plan to take to meet such challenges?
- How do you adapt your teaching to meet the different culture and learning styles of your students?
- Has diversity played a role in shaping your teaching and advising styles? If so, how?
- Do you find students from different cultural backgrounds have different learning needs? If yes, how do you address these needs?
- In your experience, what are the key factors that contribute to the success of students from diverse backgrounds?