



Sample Questions – PRESIDENCIES SEMI-FINALIST INTERVIEWS

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1. Please take a couple of minutes to tell us why you are drawn to the presidency at XYZ University and why you want this job?
2. As we grapple with the COVID-19 virus and its effects on our institution, what do you anticipate are the top 3 – 5 most pressing challenges you will face in your presidency? Do you have thoughts on how you will address these challenges?
3. Share with us your experience in crisis management. What are the most critical steps you will take in a crisis? What are some of the lessons you have personally learned about managing a crisis, or from watching others manage a crisis?
4. XYZ University cannot escape the current stark economic realities affecting higher education. We anticipate further stress on our budgets as we deal with COVID-19 and as we emerge from the post-virus realities. Our new president will need strong financial acumen to judge how finite resources can best be used to support current initiatives and future dreams. Please tell us how you would approach dealing with budget reductions? Also, share with us your experience managing significant budget cuts in your current or former positions.
5. A change in a presidency provides an opportunity to renew and recast elements of its future design. How does our current reality living with COVID-19 affect the way you will develop a cohesive vision for the presidency at XYZ University? Given what you know now about XYZ University, do you have any specific elements that you would want to include in that vision?
6. We recognize that we are living in very troubling times and that we may never be able to go back to the way things were before COVID-19. In the spirit of trying to find a silver lining in our new reality, what do you see as some of the opportunities that can emerge for your division and for our institution over the next few years?
7. Describe your leadership/management style generally as well as in this period of social distancing. How would you work to build camaraderie with your team in our current reality of interacting with each other online?
8. As the president, you will need to establish a strong and healthy relationship with

the campus community. You will also need to demonstrate your commitment and ability to advance the mission of the institution. What are some ways you plan to communicate this commitment particularly in our realities of social distancing and communicating with each other electronically?

9. Can you give us some specific examples of your accomplishments in helping institutions to achieve greater diversity with faculty and staff? What strategies were most effective in recruiting and retaining a more diverse faculty and student body? What specific actions have you taken to promote a culture of inclusivity?
10. How do you handle conflict and what is the most critical professional problem you have faced in your career? What values did you draw on to handle it, and what did you learn from it? Would your approach to addressing conflict change in the era of COVID-19?
11. The expectation is widely held that our next president will develop a more robust philanthropic culture and will be a successful fund-raiser. What is your comfort level with this expectation? Describe your experience in this area and tell us a story about your most memorable fund-raising experience.
12. Now more than ever, XYZ University relies on student tuition as its primary source of revenue. As we prepare for a reduction in enrollment for both returning and incoming students, what would constitute a successful admission and retention programs, and what would your role be in seeing that XYZ University becomes more effective in enrollment management?
13. We hope for a president who will help us build on our strengths and sharpen the distinctive profile by which XYZ University is recognized. In what areas and in what manner might you imagine raising the institution's profile to great distinction and, in so doing, how might your voice impact higher education nationally and internationally?
14. If we visited your campus and talked to those with whom you have worked, what would we learn about you, and would we be surprised with anything we might hear?