

SAMPLE FACULTY CANDIDATE EVALUATION SHEET

The following template offers a method for providing evaluations of job candidates for faculty positions. It is meant to be a template that faculty search committees can modify as necessary for their own uses.

The proposed questions are designed for junior faculty candidates; however, alternate language is suggested in parenthesis for senior faculty candidates.

Candidate's Name _____

Identify sources of information for this evaluation:

- | | |
|--|---|
| <input type="checkbox"/> Read candidate's CV | <input type="checkbox"/> Read candidate's scholarship |
| <input type="checkbox"/> Attended lunch or dinner with candidate | <input type="checkbox"/> Read candidate's letters of recommendation |
| <input type="checkbox"/> Attended candidate's job talk | |
| <input type="checkbox"/> Other, please explain: _____ | |

Please comment on the candidate's scholarship as reflected in the job talk:

Please comment on the candidate's teaching ability as reflected in the job talk:

PLEASE RATE THE CANDIDATE ON EACH OF THE FOLLOWING CRITERIA	EXCELLENT	GOOD	NEUTRAL	FAIR	POOR	UNABLE TO JUDGE
Potential for (evidence of) scholarly impact						
Potential for (evidence of) research productivity						
Potential for (evidence of) research funding						
Potential for (evidence of) collaboration						
Potential for (evidence of) effective classroom teaching						
Potential for (evidence of) alignment with department's priorities						
Ability to make positive contribution to department's climate						
Potential (demonstrated ability) to be a conscientious university community member						
Potential (demonstrated ability) to teach and supervise diverse undergraduates*						
Potential (demonstrated ability) to attract and supervise diverse graduate students*						
Potential (demonstrated ability) to mentor diverse students*						

* Appropriate and legal questions to ask about diversity could include items such as:

- ▶ Please describe how you have worked (would work) to create a campus environment that is welcoming, inclusive, and diverse.
- ▶ Describe how as a faculty member you (would) function and communicate effectively and respectfully within the context of varying beliefs, behaviors, and backgrounds.
- ▶ What opportunities have you had to work and collaborate in diverse, multicultural and inclusive settings?

Other comments?