**Candidate Evaluation Rubric Form**

Name of Candidate: Position: Date:

Evaluator: Faculty Staff Student Other Department:

|  |  |  |  |
| --- | --- | --- | --- |
| Please indicate which of the following are true for you (check all that apply): | | | |
|  | Read candidate’s CV |  | Met with candidate one-on-one |
|  | Read candidate’s scholarship |  | Met with candidate in a group |
|  | Read candidate’s letters of recommendation |  | Attended lunch or dinner with candidate |
|  | Attended candidate’s research seminar |  |  |
|  | Attended candidate’s teaching seminar |  |  |

How effective do you believe the candidate will be in meeting the responsibilities of this position? Please circle one in each category.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Interpersonal Skills:** Does the candidate possess the required technical skills to successfully perform the job OR has he/she demonstrated the ability to perform these technical skills? | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Subject Matter Knowledge:** Does the candidate demonstrate strong experience with the subject matter? Does the candidate confidently discuss issues and ideas? | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Knowledge and Skills in Research:** Does the candidate demonstrate clear understanding and ability in research approaches and methods? | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Knowledge and Skills in Teaching:** Demonstrates mastery and experience with a variety of teaching styles and approaches to reach an array of learning styles. | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Communication:** Speaks clearly in small or large groups. Is organized, articulate and engaging. Communicates ideas effectively. Answers questions clearly and concisely. | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Leadership and Collegiality:** Has experience in effectively working with others on various types of projects. Shows strong interest in participating in departmental activities. | Demonstrated  2 | Somewhat Demonstrated  1 | Not Demonstrated  0 | Comments: |
| **Total** |  |  |  | Thresholds: Primary candidate consideration should have up to 10 pts in total. Secondary consideration to be given to candidates who have up to 6 points total. |

The overall total for this candidate is:

Additional comments on the candidate’s strengths or any concerns you might have: