**Candidate Evaluation Tool**

The following offers a method for department faculty to provide evaluations of job candidates. It is meant to be a template that can be used to 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:

Please indicate which of the following are true for you (check all that apply):

|  |  |  |  |
| --- | --- | --- | --- |
| □ | Read candidate’s CV | □ | Met with candidate |
| □ | Read candidate’s scholarship | □ | Attended lunch or dinner with candidate |
| □ | Read candidate’s letters of recommendation | □ | Other (please explain): |
| □ | Attended candidate’s job talk |  |  |
|  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Please rate the candidate on each of the following: | 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) outreach efforts to diverse groups |  |  |  |  |  |  |
| Ability to make positive contribution to department’s climate |  |  |  |  |  |  |
| Potential (Demonstrated ability) to attract and supervise graduate students |  |  |  |  |  |  |
| Potential (Demonstrated ability) to teach and supervise undergraduates |  |  |  |  |  |  |
| Potential (Demonstrated ability) to be a conscientious university community member |  |  |  |  |  |  |

The candidate meets the required qualifications.

strongly disagree disagree neutral/unsure agree strongly agree

1 2 3 4 5

The candidate meets the required and desired qualifications.

strongly disagree disagree neutral/unsure agree strongly agree

1 2 3 4 5

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:

Other comments?