Candidate Evaluation Tool - SAMPLE

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

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

- Read candidate’s CV
- Read candidate’s scholarship
- Read candidate’s letters of recommendation
- Attended candidate’s job talk

- Met with candidate
- Attended lunch or dinner with candidate
- 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:

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<thead>
<tr>
<th>Potential for (Evidence of) scholarly impact</th>
<th>excellent</th>
<th>good</th>
<th>neutral</th>
<th>fair</th>
<th>poor</th>
<th>unable to judge</th>
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<tr>
<td>Potential for (Evidence of) research productivity</td>
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<td>Potential for (Evidence of) research funding</td>
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<td>Potential for (Evidence of) collaboration</td>
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<td>Fit with department’s priorities</td>
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<td>Ability to make positive contribution to department’s climate</td>
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<td>Potential (Demonstrated ability) to attract and supervise graduate students</td>
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<td>Potential (Demonstrated ability) to teach and supervise undergraduates</td>
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<td>Potential (Demonstrated ability) to be a conscientious university community member</td>
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Other comments?

ISU ADVANCE started with a five-year grant (2006-2011) from the National Science Foundation to improve the university for women in science, technology, engineering and math. Following the initial grant, Iowa State University continues to expand the program for underrepresented people in all areas of the institution. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s), not of any current or past funding organization.

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