

FACULTY CANDIDATE EVALUATION TOOL*

This tool is to be used to provide feedback on faculty job candidates. It is meant to be a template and should be modified by departments and search committees as necessary. The proposed questions are designed for assistant professor candidates for tenure-track faculty searches. Alternate language is suggested in parenthesis for senior faculty candidates.

Questions related to scholarship or creative activity may not be relevant for positions that do not include scholarship as a duty for the position. In all cases, questions should focus on key information to assess the candidate's demonstrated or potential ability to conduct the duties that are part of this job.

Faculty Candidate's Name:

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

- Read candidate's CV
- Read candidate's statements (e.g. research, teaching, diversity)
- Read candidate's scholarship (indicate what) _____
- 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 and other materials:

Other comments?

* This tool is based on the Candidate Evaluation Tool developed by the STRIDE program at the University of Michigan.

Please rate the applicant 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						
Evidence of strong background in [relevant fields]						
Evidence of [particular] perspective on [particular area]						
Evidence of teaching experience and interest (including grad mentorship)						
Potential to teach courses in core curriculum						
Potential to teach the core curriculum on [particular area] (including creation of new courses)						
Potential for (evidence of) research funding						
Potential for (evidence of) collaboration						
Fit with department's strategic priorities						
Ability to make positive contribution to department's climate						
Potential (demonstrated ability) to attract and supervise diverse graduate students						
Potential (demonstrated ability) to teach and supervise diverse undergraduates						
Potential (demonstrated ability) to be a conscientious university community member						
Potential (demonstrated ability) to mentor diverse students						