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Faculty Interview Form

Name of Candidate:								
Nationality:								
Date of Interview:								
Position Applied for:								
This is:	1st Interview	2nd Interview	3rd Interview					
Interview Con	<u>mmittee</u>							
Chair of Selec	tion Committee:		Title:					
Selection Com	nmittee Member:		Title:					
Selection Com	nmittee Member:		Title:					
Selection Committee Member:			Title:					
Selection Com	nmittee Member:		Title:					
Selection Com	nmittee Member:		Title:					

<u>Instructions:</u> Carefully evaluate candidate's interview performance. Check rating box to indicate the candidate's performance. Indicate N/A in the point's box if the rating category is not applicable. Assign points for each rating using the scale provided and write this number in the point's box. Points will be totaled and averaged for an overall interview performance score.

O - Outstanding - Candidate is exceptional. Is recognized as being far superior to others.	•	V - Very Good - Candidate clearly exceeds position requirements.
U - Unsatisfactory - Candidate is generally unacceptable.	G - Good - Candidate is competent and dependable. Meets standards of the job.	N /A - Not Applicable.

General Factors	Rating	Scale	Supporting Details or Comments	Points
1. Academic Record:	0	100-90		
The extent to which the candidate possesses a strong academic record and ordinarily should have earned the accepted highest	V	89-80		
	G	79-70		
degree in his/her field.	I	69-60		
	U	Below 60		
2.Teaching Experience:	0	100-90		
The extent to which the candidate's background	V	89-80		
demonstrates well-trained,	G	79-70		
knowledgeable, and skillful teaching experience.	I	69-60		
	U	Below 60		

Faculty Interview Form Page 2 of 3 3. Innovative Teaching Experience: 0 100-90 The extent to which the candidate possesses 89-80 innovative teaching and other teaching-related activities. G 79-70 Developed teaching methods and assisting, 69-60 advising, and counseling students in academic matters. U Below 60 4. Scholarship: 0 100-90 The extent to which the candidate possesses V 89-80 a mastery of the fundamentals of a discipline involving a thorough familiarity with its various G 79-70 areas, problems, and continuing 69-60 investigations. IJ Below 60 5.Professional Development: O 100-90 The extent to which the candidate has stayed 89-80 abreast of the relevant literature and includes the ability and insight to organize, synthesize, G 79-70 and evaluate effectively the work of others. 69-60 U Below 60 6. Expertise in Subject-Matter: 0 100-90 The extent to which the candidate provides ٧ 89-80 clear evidence of research promise as defined by demonstrated ability to perform, complete G 79-70 and publish major bodies of work that is 69-60 relevant to the specific area of his/her specialization. Below 60 7. Service to Scholarly Organizations: O 100-90 The extent to which the candidate provides 89-80 clear evidence of service to professional and scholarly organizations such as leadership in G 79-70 professional and learned societies. 69-60 U Below 60 8. Communication Skills: 0 100-90 The extent to which the candidate can 89-80 communicate effectively in English both orally and in writing. G 79-70 69-60 U Below 60 9. Recommendation Letters: 100-90 The extent to which the candidate possesses V 89-80 uniformly outstanding recommendation letters that establish the candidate as one of the very G 79-70 top candidates. 69-60 U Below 60 10. Overall Impression: 0 100-90 The extent to which the candidate's overall ٧ 89-80 appearance, manner and responsiveness are consistent with the requirements of the G 79-70 position. 69-60 U Below 60

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OVERALL INTERVIEW PERFORMANCE SCORE

Calculate candidate's overall interview performance score by adding the ratings for each interview category rate and dividing this sum by the number of categories rated. Check the appropriate score range below.

Total Points	 Number of Categories Rated 	=	Overall Rating
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Outstanding 90-100%

Very Good 80-89%

Good 70-79%

Needs Improvement 60-69%

Unsatisfactory Below 60%

Additional Comments:

This candidate is:

A strong candidate

A possible candidate

A possible candidate for another position (explain below)

Of no further interest

Other

Alternate position(s) for which candidate seems better qualified: