

CANDIDATE EVALUATION TOOL

For Campus and Virtual Interviews

The following offers a method for department faculty to provide evaluations of job candidates following the on campus or virtual interview. It is meant to be a template for departments that they can modify as necessary for their own uses.

Candidate's Name:

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

- Read candidate's CV and statements (e.g. teaching)
- Attended candidate's job talk
- Read candidate's scholarship
- Met with candidate
- Read candidate's letters of recommendation
- 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 applicant on each of the following:

		excellent	good	neutral	fair	poor	unable to judge
Evidence of scholarly productivity commensurate with career stage and norms for subfield							
Evidence of (potential for) scholarly impact							
Evidence of strong background in [relevant fields]							
Evidence of (potential for) teaching effectiveness							
Potential to teach courses in desired areas							
Evidence of (potential for) effective collaboration with others							
Evidence of (interest in and commitment to) teaching/mentoring/training students of diverse backgrounds							
Evidence of effectively mentoring undergraduate or graduate students							
Evidence of DEI activities in professional roles							
Potential for positive contributions to unit climate							
Evidence of service activities that contribute to unit/institution/profession							

**Available online (as a Word document) at
advance.umich.edu/resources/candidate-evaluation-tool.docx**