



Faculty Interview Form

Name of Candidate:					
Nationality:	Nationality:				
Date of Interview:					
Position Applied for:					
This is:	1st Interview	2nd Interview	3rd Interview		
Interview Committee					
Chair of Selection Committee:			Title:		
Selection Committee Member:			Title:		
Selection Committee Member:			Title:		
Selection Committee Member:			Title:		
Selection Committee Member:			Title:		
Selection Committee Member:			Title:		

Instructions: 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.	I - Improvement Needed - Candidate is deficient or below the standards required of the job.	V - Very Good - Candidate clearly exceeds position requirements.
	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	V	89-80		
should have earned the accepted highest degree in his/her field.	G	79-70		
	I	69-60		
	U	Below 60		
2.Teaching Experience: The extent to which the candidate's	0	100-90		
background	V	89-80		
demonstrates well-trained, knowledgeable, and skillful teaching	G	79-70		
experience.	I	69-60	Î	
	U	Below 60		

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3. Innovative Teaching Experience:	0	100-90		
The extent to which the candidate possesses innovative teaching and other teaching-related	V	89-80		
activities. Developed teaching methods and assisting,	G	79-70		
advising, and counseling students in	I	69-60		
academic matters.	U	Below 60	Ť	
4. Scholarship:	0	100-90		
The extent to which the candidate possesses a mastery of the fundamentals of a discipline	V	89-80		
involving a thorough familiarity with its various areas, problems, and continuing investigations.	G	79-70		
	I	69-60		
-	U	Below 60		
5.Professional Development:	0	100-90		
The extent to which the candidate has stayed abreast of the relevant literature and includes	V	89-80		
the ability and insight to organize, synthesize,	G	79-70		
and evaluate effectively the work of others.	I	69-60	•	
	U	Below 60		
6. Expertise in Subject-Matter:	0	100-90		
The extent to which the candidate provides clear evidence of research promise as defined	V	89-80		
by demonstrated ability to perform, complete	G	79-70		
and publish major bodies of work that is relevant to the specific area of his/her	1	69-60		
specialization.	U	Below 60		
7. Service to Scholarly Organizations:	0	100-90		
The extent to which the candidate provides clear evidence of service to professional and	V	89-80	•	
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 communicate effectively in English both orally	V	89-80		
and in writing.	G	79-70		
-	1	69-60		
	U	Below 60		
9. Recommendation Letters:	0	100-90		
The extent to which the candidate possesses uniformly outstanding recommendation letters that establish the candidate as one of the very top candidates.	V	89-80		
		79-70		
		69-60		
	U	Below 60		
10. Overall Impression:	0	100-90		
The extent to which the candidate's overall appearance, manner and responsiveness are consistent with the requirements of the	V	89-80		
	G	79-70		
position.		69-60		
	U	Below 60		
	U			

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
Outot	anding 00 1000/		
	anding 90-100%		
	Good 80-89%		
Good	170-79%		
Need	s Improvement 60-69%		
Unsa	tisfactory Below 60%		
Additional C	omments:		

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: