## Position:

Name of Candidate:

### Evaluator:

- Faculty
- Staff
- Undergraduate Student
- Graduate Student
- Other:___________

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

- Read candidate’s CV
- Met with candidate one-on-one
- Attended candidate’s research seminar
- Met with candidate in a group
- Attended candidate’s teaching seminar
- Attended one/more social functions

How effective do you believe the candidate will be in meeting the responsibilities of this position?

Please circle one in each category.

### Subject Matter Knowledge

<table>
<thead>
<tr>
<th>Extremely Effective</th>
<th>Acceptably Effective</th>
<th>Somewhat Ineffective</th>
<th>Unacceptable</th>
<th>Unable to Evaluate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates strong experience with the subject matter. Confidently discusses issues and ideas.</td>
<td>Demonstrates familiarity with the subject matter, but requires some study for full mastery.</td>
<td>Does not display a good working knowledge of the subject matter; needs considerable study.</td>
<td>Displays little or no understanding of the subject matter.</td>
<td>Insufficient knowledge or expertise to evaluate.</td>
</tr>
</tbody>
</table>

### Knowledge and Skills in Research

<table>
<thead>
<tr>
<th>Extremely Effective</th>
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<tbody>
<tr>
<td>Demonstrates clear understanding and ability in research approaches and methods. Could begin a viable research program immediately.</td>
<td>Demonstrates familiarity with appropriate research methods and ideas, but needs some time for development before research program could start.</td>
<td>Lacks experience appropriate to the position, but shows some potential for development of necessary skills.</td>
<td>Does not demonstrate the ability to conduct meaningful research appropriate to the position, and shows little potential to develop needed skills.</td>
<td>Insufficient knowledge or expertise to evaluate.</td>
</tr>
</tbody>
</table>
Knowledge and Skills in Teaching

**Extremely Effective**
Demonstrates mastery and experience with a variety of teaching styles and approaches to reach an array of learning styles.

**Acceptably Effective**
Demonstrates familiarity or experience in teaching, but does not display mastery in varied approaches or styles.

**Somewhat Ineffective**
May have innate skills and abilities to teach to a wide array of students, but clearly lacks experience, and confidence in teaching at this point.

**Unacceptable**
Does not demonstrate a working ability with varied teaching approaches to reach an array of student learning needs.

**Unable to Evaluate**
Insufficient knowledge or expertise to evaluate.

Communication Abilities

**Extremely Effective**
Speaks clearly in small or large groups. Has good command of English language. Is organized, articulate and engaging. Communicates ideas effectively. Answers questions clearly and concisely.

**Acceptably Effective**
Speaks quite clearly and is organized, but lacks ability at times to engage listeners in the subject matter. May be verbose, or too concise, but still makes the point. Answers to questions may lack clarity.

**Somewhat Ineffective**
Difficult to follow because of lack of command of the English language and/or failure to organize ideas. Fails to make concrete points. May speak too quickly, drone on, fail to answer questions.

**Unacceptable**
Is inarticulate, difficult to understand and/or so poorly organized as to be almost or totally unintelligible. Unable to understand or answer questions. Unable to carry on a discussion.

**Unable to Evaluate**
Insufficient knowledge or expertise to evaluate.

Leadership and Collegiality

**Extremely Effective**
Has experience in effectively working in diverse teams on various types of projects. Shows strong interest in participating in departmental activities.

**Acceptably Effective**
Has limited experience in working on team projects. Expresses some interest in departmental activities. May need some encouragement to participate.

**Somewhat Ineffective**
Has no experience in working with others. Shows little interest in departmental needs or activities.

**Unacceptable**
Shows no interest in working with others and no potential to develop such interest.

**Unable to Evaluate**
Insufficient knowledge or expertise to evaluate.
### Interpersonal Skills

<table>
<thead>
<tr>
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<th>Somewhat Ineffective</th>
<th>Unacceptable</th>
<th>Unable to Evaluate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is approachable. Comfortably interacts with new people. Easily engages in</td>
<td>Interacts with others in a reasonably comfortable manner, but may show some</td>
<td>Has a hard time interacting with others. Shows unease or reserve. Makes little</td>
<td>Interacts poorly with others. Expresses opinions forcefully, or not at all.</td>
<td>Insufficient knowledge or expertise to evaluate.</td>
</tr>
<tr>
<td>conversation. Shows good listening skills. Displays confidence in expressing</td>
<td>reticence or unease. May not exchange opinions easily, either by not listening</td>
<td>eye contact. May do better in one-on-one conversation than in larger groups.</td>
<td>Does not respect opinions of others, or cannot respond to them. Does not</td>
<td></td>
</tr>
<tr>
<td>opinions. Listens respectfully to opinions of others. Shows strong interest in</td>
<td>well or not confidently expressing own ideas. Shows moderate interest in students.</td>
<td>Does not express opinions easily. Does not listen well. Shows little interest</td>
<td>engage in easy conversation. Shows no interest in students. Shows no potential</td>
<td></td>
</tr>
<tr>
<td>students. Strong potential to contribute to a positive environment.</td>
<td>Has potential to contribute to a positive environment but needs encouragement.</td>
<td>in students. Has little potential to contribute to a positive environment.</td>
<td>to contribute to a positive environment.</td>
<td></td>
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</tr>
</tbody>
</table>

**Overall, I find this candidate to be:**

- [ ] Highly Acceptable
- [ ] Acceptable
- [ ] Marginal
- [ ] Not Acceptable

**Additional comments on the candidate’s strengths or any concerns you might have:**