

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

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

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: