

5.8 Example of a Candidate Evaluation Form – Including Diversity Competency²⁰

(Candidate Evaluation Form for Assistant Professor of Human Resource Mgt.)

Candidate's name: _____

Rater's name (person completing the evaluation): _____

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

- Read candidate's CV
- Met with candidate
- Read candidate's scholarship
- Attended lunch or dinner with candidate
- Read candidate's letters of recommendation
- Attended candidate's job talk
- Other (please explain): _____

PLEASE RATE THE CANDIDATE ON EACH OF THE FOLLOWING:	EXCELLENT	GOOD	NEUTRAL	POOR	UNABLE TO JUDGE
Ability to conduct scholarly research as <i>reflected in the job talk</i> .					
Ability to conduct scholarly research as <i>reflected in the candidate's current publication record</i> (e.g., quality publications).					
Potential for scholarly impact (all things considered).					
Record of obtaining external research funding.					
Potential for obtaining external research funding (willing and able).					
Ability to teach as <i>reflected in the job talk</i> .					
Ability to teach as <i>reflected in candidate's past experiences</i> (e.g., student ratings, awards, course materials that may be provided).					
Fit with department priorities as reflected in the job posting (ability to teach HR finance or international HRM).					
The ability to work with diverse students and diverse groups, and contribute to a climate of inclusion.					

OVERALL RATING: ACCEPTABLE ACCEPTABLE WITH CONDITIONS UNACCEPTABLE