| ***Instructions****:* The following statements describe behaviors in which job candidates engage or conclusions you are able to draw based on your experiences with the candidate. Please read the following items and indicate the level of your agreement with the statements. Leave items blank if you had insufficient opportunity or information to draw inferences in a given area. | **Strongly Agree** |
| --- | --- |
| **Agree** |  |
| **Neither Agree nor Disagree** |  |  |
|  **Disagree** |  |  |  |
| **Strongly Disagree** |  |  |  |  |
| **JOB-RELEVANT KNOWLEDGE & RESEARCH CAPABILITIES:** |  |  |  |  |  |
| Demonstrates in-depth skill in specific knowledge area………………………………  | 1 | 2 | 3 | 4 | 5 |
| Fully understands the position and institutional context for the position…………………… | 1 | 2 | 3 | 4 | 5 |
| Demonstrates knowledge in a wide variety of content areas in his/her field…........................ | 1 | 2 | 3 | 4 | 5 |
| Has made or has the potential to make a substantial impact on research in his or her field …… | 1 | 2 | 3 | 4 | 5 |
| Demonstrates that s/he has multiple projects in the pipeline  | 1 | 2 | 3 | 4 | 5 |
| Has defined a programmatic line of research………….………….………….… | 1 | 2 | 3 | 4 | 5 |
| Has published in peer-reviewed outlets (or as appropriate within the discipline)….. | 1 | 2 | 3 | 4 | 5 |
| Has obtained practical experiences (e.g. through internships) that are an asset for a faculty member……….………….………….………….………….………….… | 1 | 2 | 3 | 4 | 5 |
| **INSTRUCTION:** |  |  |  |  |  |
| Demonstrates enthusiasm for instructional component of faculty job  | 1 | 2 | 3 | 4 | 5 |
| Appears to be able to initiate and moderate in-class discussions……………………... | 1 | 2 | 3 | 4 | 5 |
| Appears likely to be an effective instructor in graduate classes  | 1 | 2 | 3 | 4 | 5 |
| Effectively communicates complex research content to audiences …………………... | 1 | 2 | 3 | 4 | 5 |
| Has provided evidence of teaching effectiveness as appropriate for his/her level………………… | 1 | 2 | 3 | 4 | 5 |
| His/her research talk was well organized…………………...…………………...…………… | 1 | 2 | 3 | 4 | 5 |
| **MENTORING AND COLLABORATION:** |  |  |  |  |  |
| Collaborates effectively with students and other faculty at his/her current institution and within his/her field………………………………………………………….......... | 1 | 2 | 3 | 4 | 5 |
| Appears likely to initiate opportunities to guide students in applying their knowledge beyond academic environments  | 1 | 2 | 3 | 4 | 5 |
| Appears likely to initiate opportunities to guide students in learning research skills  | 1 | 2 | 3 | 4 | 5 |
| Is likely to develop graduate students to be independent researchers  | 1 | 2 | 3 | 4 | 5 |
| Appears likely to be an effective mentor  | 1 | 2 | 3 | 4 | 5 |
| **ENTHUSIASM AND PERSISTENCE:** |  |  |  |  |  |
| Demonstrates enthusiasm and genuine interest in his/her work……………………… | 1 | 2 | 3 | 4 | 5 |
| Appears open to explore new research ideas (e.g., as suggested by graduate students or faculty).  | 1 | 2 | 3 | 4 | 5 |
| Follows through on projects he/she has started ………………………………….. |  |  |  |  |  |
| **INITIATIVE:** |  |  |  |  |  |
| Appears to be able to engage students in research activities…………………............... | 1 | 2 | 3 | 4 | 5 |
| Engages in independent thinking and research………………………………………..  | 1 | 2 | 3 | 4 | 5 |
| **POISE/SELF-CONFIDENCE:** |  |  |  |  |  |
| Accepts feedback gracefully and diligently tries to overcome shortcomings……….... | 1 | 2 | 3 | 4 | 5 |
| Effectively deals with critical questions/comments | 1 | 2 | 3 | 4 | 5 |
| Appears sure of self and abilities.  | 1 | 2 | 3 | 4 | 5 |
| **COMMUNICATION:** |  |  |  |  |  |
| Oral expressions are clear and concise……………………………………………….. | 1 | 2 | 3 | 4 | 5 |
| ***Instructions****:* The following statements describe behaviors in which job candidates engage. Please read the following items and indicate the level of your agreement with the statements.  | **Strongly Agree** |
| **Agree** |  |
| **Neither Agree nor Disagree** |  |  |
|  **Disagree** |  |  |  |
| **Strongly Disagree** |  |  |  |  |
| **SERVICE TO FACULTY, PROFESSION & INSTITUTION:** |  |  |  |  |  |
| Has demonstrated a commitment to service through prior work  | 1 | 2 | 3 | 4 | 5 |
| Has a record of community engagement in his/her professional community……….. | 1 | 2 | 3 | 4 | 5 |
| **EXTERNAL COLLABORATION:** |  |  |  |  |  |
| Appears likely to secure grants and other sources of funding………………………... | 1 | 2 | 3 | 4 | 5 |
| Appears likely to foster relationships with external stakeholders to promote UH…………………….................................................................................. | 1 | 2 | 3 | 4 | 5 |
| Would be likely to effectively collaborate with faculty and students outside his/her immediate content area  | 1 | 2 | 3 | 4 | 5 |
| **INCLUSIVENESS AND ADAPTABILITY:** |  |  |  |  |  |
| Has demonstrated resilience when encountering challenges/problems  | 1 | 2 | 3 | 4 | 5 |
| Has demonstrated a commitment to adopting new technologies for teaching and research…………………………………………… | 1 | 2 | 3 | 4 | 5 |
| Fosters respect for all individuals he/she interacts with irrespective of their background | 1 | 2 | 3 | 4 | 5 |

**OVERALL ASSESSMENT –** An evaluation of the candidate’s overall performance and prediction of their future contribution as a faculty member at UH. Please indicate the extent to which you recommend hiring this candidate by circling the appropriate number.

 **1 2 3 4 5 6 7 8 9 10**

 Definitely Definitely

 Not Hire Hire

What factors, in addition to those above, support the hiring of this candidate?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What factors, in addition to those above, do not support the hiring of this candidate?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 What type of contact did you have with the candidate (Check all that apply):

\_\_Transportation \_\_Meal/Dining \_\_Poster Session

\_\_Job Talk \_\_Informal Conversation \_\_Interview \_\_Other\_\_\_\_\_\_\_\_\_\_\_