**Applicant Evaluation Tool**

The following offers a method for department faculty to provide evaluations of job applicants. It is meant to be a template for departments that they can modify as necessary for their own uses. The proposed questions are designed for junior faculty candidates; however, alternate language is suggested in parenthesis for senior faculty candidates.

Applicant’s name:

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

* Read applicant’s CV
* Read applicant’s statements (research, teaching, etc.)
* Read applicant’s letters of recommendation
* Read applicant’s scholarship (indicate what):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Excellent - 4 | Good - 3 | Neutral - 2 | Fair - 1 | Poor - 0 | Unable to judge |
| Evidence of research productivity |  |  |  |  |  |  |
| Potential for scholarly impact / tenurability |  |  |  |  |  |  |
| Evidence of strong background in [relevant fields] |  |  |  |  |  |  |
| Evidence of [particular] perspective on [particular area] |  |  |  |  |  |  |
| Evidence of teaching experience and interest (including grad mentorship) |  |  |  |  |  |  |
| Potential to teach courses in core curriculum |  |  |  |  |  |  |
| Potential to teach the core curriculum on [particular area] (including creation of new courses) |  |  |  |  |  |  |

Please rate the applicant on each of the following:

Other comments?

For more information or additional copies of this resource, please contact the

ADVANCE Program at (734) 647-9359 or [advanceprogram@umich.edu,](mailto:advanceprogram@umich.edu) or visit the ADVANCE Program’s Web site at [http://sitemaker.umich.edu/advance.](http://sitemaker.umich.edu/advance)