# Leadership Candidate Meeting Feedback Form

Candidate’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Meeting: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reviewer’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Dined with the candidate in a group

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Directions: Please rate the candidate on each evaluation criterion and answer the questions that follow.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Evaluation Criteria** | **Rating** | | | |
| **High** | **Medium** | **Low** | **NA** |
| Leadership and team development (e.g., decision-making style, collaboration) |  |  |  |  |
| Performance and talent management (e.g., recruitment and retention of personnel, approach to mentoring or faculty development) |  |  |  |  |
| Vision and strategic planning (e.g., goal setting, establishing shared mission, budget management/resource allocation) |  |  |  |  |
| Emotional intelligence, self-awareness, and personal attributes (e.g., honesty, openness to diversity) |  |  |  |  |
| Communication skills (e.g., written, oral, and nonverbal skills; formal and informal methods of communication) |  |  |  |  |
| Commitment to tripartite mission (e.g., evidence of research productivity and/or scholarly activity, commitment to teaching, support of faculty in all three mission areas) |  |  |  |  |
| How well her/his strengths fit with the goals of the unit |  |  |  |  |
| How well her/his strengths fit with the goals of the school |  |  |  |  |
| How well her/his strengths fit with the goals of the academic health system |  |  |  |  |
| **Overall strength of the candidate** |  |  |  |  |

What specific strengths would this candidate bring to the department? To the university? What challenges would this candidate face?

Detail any unusual aspects relating to recruitability of which you are aware.

What is your overall impression? Would you like to see this individual in this position?