

Summary of Faculty Candidate Evaluations

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Position no. _____ Position title/rank _____

Department _____

School/administrative unit _____

First choice candidate _____ Gender _____ Race _____

Name of candidate	Date received	Date acknowledged	Campus interview (Y or N)	Nonselection code

Nonselection codes are on reverse side.
 Use additional sheets if necessary.

Total candidates _____ Search Committee Chair _____ Date _____

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Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability.



Nonselection Codes

Reasons for nonselection must be based on advertised job-related qualifications. Appropriate documentation supporting reasons for nonselection must be maintained to support code choice(s).

Candidate's response

- A-1 Withdrew application
- A-2 Accepted another position
- A-3 Not available for interview
- A-4 Salary not acceptable
- A-5 Failed to submit required materials
- A-6 Not interested in position at advertised level
- A-7 Would not relocate/no job available for spouse
- A-8 Other (explain on separate sheet)

Education/degree requirements

- B-1 Lacks required/preferred academic qualifications
- B-2 Unsatisfactory progress toward degree
- B-3 Degree unrelated/not compatible with advertised needs
- B-4 Other (explain on separate sheet)

Teaching/administrative requirements

- C-1 Insufficient teaching/administrative experience
- C-2 Teaching/administrative experience not at desired level to meet department needs
- C-3 Area of specialization does not fit advertised needs
- C-4 Lacks technical competence in primary area
- C-5 Seminar/lecture/interview indicated lack of scholarly competence
- C-6 Lacks evidence of experience or potential for working in a culturally diverse community
- C-7 Insufficient oral, written communication skills/public relation skills
- C-8 Insufficient service record
- C-9 Demonstrated ability to secure external funding inadequate
- C-10 Other (explain on separate sheet)

Research/scholarship/publications requirements

- D-1 Weak/insufficient publications, composition or exhibition record
- D-2 Lack of demonstrated research skills
- D-3 Research area does not fit advertised/preferred needs
- D-4 Established research funding does not meet advertised needs
- D-5 Other (explain on separate sheet)

Miscellaneous

- E-1 Poor references
- E-2 Conflict of interest
- E-3 Second choice candidate

