

CANDIDATE

OVERALL SCORE

Avery Sample

Assistant Professor, Department of Biology (sample search)

4.4 / 5



DEPARTMENT	QUESTIONNAIRE	REFERENCE RESPONSES	CONSISTENT ANSWERS
Biology	Faculty search reference template	3	6 of 7 questions

01 Competency Scores

REFERENCE 01 02 03

Teaching



4.0

Q1 How effective is the candidate in the classroom, on the evidence you have seen?

5 4 4

 Q2 How well does the candidate support student learning outside scheduled teaching? **Ratings differ by 3**

4 5 2

Research



4.0

Q4 How would you rate the quality and independence of the candidate's research?

4 4 5

Q5 How effective is the candidate at securing support for their research?

- 3 4

Collaboration



4.7

Q7 How effectively does the candidate work with colleagues across the department?

5 5 4

Integrity



5.0

Q9 How consistently does the candidate act with professional integrity?

5 5 5

Q11 Would you work with the candidate again?

Yes Yes Yes

Reference ratings are one input to committee review.

02 Role Benchmark

PERCENTILE IN COHORT



Role benchmark Assistant professor searches, 2024–2026

Benchmark version v3 (calculation 2026.1)

Benchmark computed 2026-09-01

Cohort size 48

Excluded records 2

Percentile in cohort 82 (range 74–89)

Estimate confidence moderate

Descriptive comparison only. This percentile is not a validated predictor of job performance.

03 Evidence-linked Summary

This evidence summary covers 3 of 3 required references and 97% of expected required evidence. Confidence is high; all observations below link to collected responses or computed scores.

Coverage: 97% — high confidence

Strengths 4

- Integrity is the strongest measured competency at 5 of 5.

EVIDENCE Integrity: 5/5

- Collaboration is a strongly measured competency at 4.7 of 5.

EVIDENCE Collaboration: 4.7/5

- Teaching is a strongly measured competency at 4 of 5.

EVIDENCE Teaching: 4/5

- Research is a strongly measured competency at 4 of 5.

EVIDENCE Research: 4/5

Conflicting evidence 1

- Reference ratings differ by 3 points for the same scored question; review the cited source responses together.

EVIDENCE Q2 · Morgan, Casey, Riley

Missing evidence 1

- 1 completed reference did not answer a required question.

EVIDENCE Q5

Interview and onboarding follow-ups 2

- Ratings for "How well does the candidate support student learning outside scheduled teaching?" range from 2 to 5. Ask the candidate for a recent, specific example in this area.

EVIDENCE Q2 · Morgan, Casey, Riley

- Collect the missing evidence before treating this report as complete.

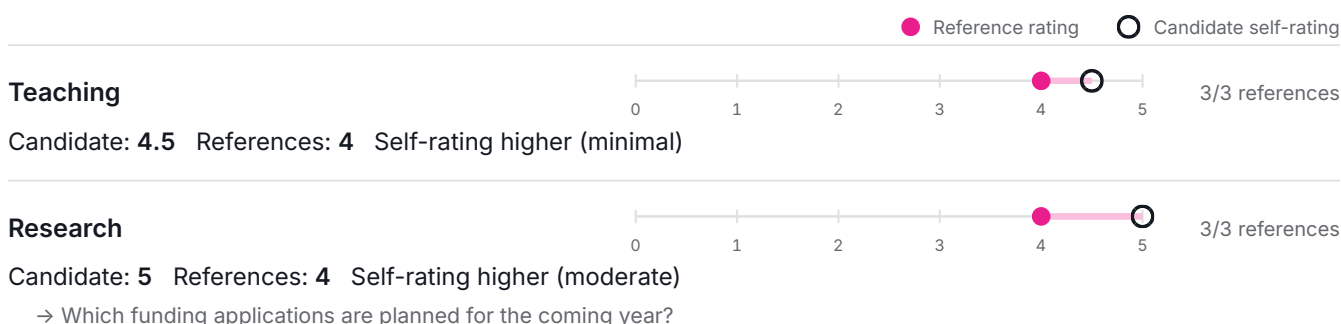
EVIDENCE Q5

Reviewer Notes

The committee asked for one additional teaching observation before the final vote.

04 Candidate Self-Assessment vs References (discussion aid)

A discussion aid only. The candidate's self-rating and the references' rating are scored separately and never combined.



Integrity

3/3 references

No candidate answer

05 Interview guide

Questions drawn from the evidence in this report, with room for notes. They support a conversation; they are not a recommendation.

- ☐ **1.** Ratings for "How well does the candidate support student learning outside scheduled teaching?" range from 2 to 5. Ask the candidate for a recent, specific example in this area.

EVIDENCE SUMMARY Q2 · Morgan, Casey, Riley

- ☐ **2.** Collect the missing evidence before treating this report as complete.

EVIDENCE SUMMARY Q5

- ☐ **3.** Which funding applications are planned for the coming year?

SELF-ASSESSMENT · RESEARCH

06 References at a glance

01	Morgan Reference Former department chair	10 answers Completed Sep 28, 2026
02	Casey Reference Dean and direct supervisor	11 answers Completed Sep 30, 2026
03	Riley Reference Peer collaborator	11 answers Completed Oct 2, 2026

Reference Responses

Reference 1 / 3

01 Morgan Reference

Former department chair

10 answers · Completed Sep 28, 2026

TEACHING

Q1 How effective is the candidate in the classroom, on the evidence you have seen?  5

Q2 How well does the candidate support student learning outside scheduled teaching?  4

Q3 Describe one example of the candidate's teaching that stayed with you.
Rebuilt our introductory sequence after student evaluations flagged the lab component. Enrolment in the second-year course rose the following year, which had not happened in a decade.

RESEARCH

Q4 How would you rate the quality and independence of the candidate's research?  4

Q6 Describe the candidate's most significant contribution while you worked together.
Led the department's first multi-institution grant as a junior faculty member. Delegated well and kept the collaborators informed without being asked.

COLLABORATION

Q7 How effectively does the candidate work with colleagues across the department?  5

Q8 Describe how the candidate handled a disagreement with a colleague.
Disagreed with a senior colleague over lab space allocation. Brought data to the meeting rather than an argument, and accepted the outcome when it went the other way.

INTEGRITY

Q9 How consistently does the candidate act with professional integrity?  5

Q10 Is there anything the committee should know before making a decision?
Nothing to add. I would hire them again.

Q11 Would you work with the candidate again? **Yes**

Reference Responses

Reference 2 / 3

02 Casey Reference

Dean and direct supervisor

11 answers · Completed Sep 30, 2026

TEACHING

Q1 How effective is the candidate in the classroom, on the evidence you have seen?  4

Q2 How well does the candidate support student learning outside scheduled teaching?  5

Q3 Describe one example of the candidate's teaching that stayed with you.
Runs an open office hour that students from other sections attend. Their course evaluations are consistently in the top quarter of the college.

RESEARCH

Q4 How would you rate the quality and independence of the candidate's research?  4

Q5 How effective is the candidate at securing support for their research?  3

Q6 Describe the candidate's most significant contribution while you worked together.
Two well-cited papers in the last three years. Funding has been steady rather than large; the candidate has said they want to grow that, and I believe them.

COLLABORATION

Q7 How effectively does the candidate work with colleagues across the department?  5

Q8 Describe how the candidate handled a disagreement with a colleague.
Chaired a curriculum committee with strong personalities on it and got a revised program approved on schedule.

INTEGRITY

Q9 How consistently does the candidate act with professional integrity?  5

Q10 Is there anything the committee should know before making a decision?
The candidate declined an authorship credit they felt they had not earned. That tells you most of what you need to know.

Q11 Would you work with the candidate again? **Yes**

Reference Responses

Reference 3 / 3

03 Riley Reference

Peer collaborator

11 answers · Completed Oct 2, 2026 · Phone interview — recorded by interviewer

TEACHING

- Q1 How effective is the candidate in the classroom, on the evidence you have seen?  4
- Q2 How well does the candidate support student learning outside scheduled teaching?  2
- Q3 Describe one example of the candidate's teaching that stayed with you.
We co-taught a graduate seminar. They prepared more than I did and were generous about it.

RESEARCH

- Q4 How would you rate the quality and independence of the candidate's research?  5
- Q5 How effective is the candidate at securing support for their research?  4
- Q6 Describe the candidate's most significant contribution while you worked together.
Our joint paper exists because they kept the analysis honest when the first result looked too good. It was, and the corrected version was the one that got cited.

COLLABORATION

- Q7 How effectively does the candidate work with colleagues across the department?  4
- Q8 Describe how the candidate handled a disagreement with a colleague.
We disagreed about a co-author's contribution. They raised it with the co-author directly rather than around them, and we settled it in a week.

INTEGRITY

- Q9 How consistently does the candidate act with professional integrity?  5
- Q10 Is there anything the committee should know before making a decision?
No concerns. They are careful with data and with people.
- Q11 Would you work with the candidate again? **Yes**