

**Draft Rubric for Interview Assessment – Initial reading May 2015, presented for second reading September 4, 2015.  
Approved for Pilot Fall 2015 September 11, 2015**

The interview **may be** considered unsuccessful for any of the following:

- Two or more indicators of *unacceptable*.
- Three or more indicators of *requires remediation*.
- An overall score below 18.
- All committee members agree the interview was unsuccessful, regardless of scores.

<b>Criterion</b>	<b>4 Exemplary</b>	<b>3 Acceptable</b>	<b>2 Requires Remediation</b>	<b>1 Unacceptable</b>
Professional Appearance	Candidate is well-groomed and wears appropriate professional clothing.	Candidate is well-groomed, and shows an attempt to wear appropriate professional clothing.	Candidate is not well-groomed, or shows a minimal attempt to wear appropriate professional clothing.	Candidate is not well-groomed, and shows no attempt to wear appropriate professional clothing.
Communication Skills	Communicates clearly and distinctly throughout the interview with no issues. Consistently uses appropriate grammar and language.	Communicates clearly and distinctly most of the interview. Uses appropriate grammar and language with few mistakes.	Often mumbles or sometimes cannot be understood. Minimal use of appropriate grammar and language.	Language is unintelligible. Does not use appropriate grammar and language.
Nonverbal Communication	All facial expressions and body language are appropriate.	Most facial expressions and body language are	Facial expressions and body language are attempted, but	There is no visible attempt for appropriate facial expressions or

		appropriate.	lacking.	body language.
Vocabulary	Candidate uses a high level of appropriate vocabulary to answer questions.	Candidate attempts to use a high level of appropriate vocabulary to answer questions, but uses 1-2 words incorrectly.	Candidate uses low level vocabulary to answer questions or does not demonstrate understanding of vocabulary in at least one question.	Candidate does not demonstrate an understanding of the questions and is unable to answer.
Content of Answers	All answers are clear, concise, and fully address the questions.	Most answers are clear, concise, and fully address the questions.	Very few answers are clear, concise, or fully address the questions.	No answers are clear, concise, or fully address the questions.
Engagement	Candidate interacts with others in a highly professional and interactive manner for the duration of the interview.	Candidate interacts with most others in a professional and interactive manner for the duration of the interview.	Candidate has minimal interaction with others or is not professional for the duration of the interview.	Candidate does not interact at all or is highly unprofessional for the duration of the interview.
Totals:				
Total Rubric Score:				