

Example of Interview Rubric

**Dimension assessed: Management.** The difference between the ratings could be based on the level of management or years of experience. For example:

Level of management	Years of experience
Executive/high-level management/AVP/Provost	6+ years
Manager/mid-level management/Dean	4+ to 6 years
Supervisor/first line management/Associate Dean	2+ to 4 years
Lead/Chair	0+ to 2 years
No management experience	0

**Dimension assessed: Leadership (not of people, but of projects).** The difference between the ratings could be based on the level of participation/role in projects or years of experience leading a project. For example:

Level of participation/role	Years of experience
Created/led/spearheaded a project	4+ years
A contributing member who helped implement, advance or sustain a project	2+ to 4 years
A member of a project, but showing no active contribution to the project	0+ to 2 years
No participation/role on a project	0

**Dimension assessed: Subject Matter knowledge or skills.** The difference between the ratings could be based on years of experience, the level of expertise or the breadth of knowledge of the subject matter. For example:

Level of participation/role	Breadth of knowledge of subject matter	Years of experience
Is an expert in the subject matter whom others consult	Knowledge of all areas of the subject matter	4+ years
Acquired proficient knowledge of the subject matter to work independently on a daily basis without frequent need to check with others	Knowledge of substantially most of the areas of the subject matter	2+ to 4 years
Learning the subject matter	Knowledge of a few areas of the subject matter	0+ to 2 years
No knowledge of the subject matter	No knowledge	0