

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHANCELLOR

1	What experience do you have leading a university or college?	12345	
2	How do you define success for the institution?	12345	
3	What methods do you plan to use to ensure student success and satisfaction?	12345	
4	How will you balance the budget and prioritize investments when making decisions?	12345	
5	What strategies would you employ to ensure strong relationships with faculty, staff, donors, and other stakeholders?	12345	
6	What new initiatives would you propose for improving the institution's performance and overall reputation moving forward?	12345	
7	How do you ensure a diverse and inclusive campus environment for students, faculty, and staff?	12345	
8	How would you foster productive collaborations with external organizations or partners?	12345	
9	How will you communicate your vision to the university community?	12345	
10	What is your approach to decision-making and problem-solving?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

① ② ③ ④ ⑤

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.