

Guidelines to use in the Interview Evaluation Process

Please provide the following information after interviewing an applicant.

Rating:

Select a rating for the applicant:

- 5= Truly outstanding applicant
- 4= Above average applicant
- 3= Average applicant
- 2= Below average applicant
- 1= Do not Accept

Research Discussion:

What was the candidate's response to the discussion of your research? Were the candidate's questions and comments appropriate?

General Impression:

What is your general impression of the candidate?

Want in Lab:

Is this candidate a person whom you might wish to have in your laboratory?

Some General Notes for New or Infrequent Interviewers:

- The admissions committee is looking for your **comments on how the interview** with the candidate went. We have available to us the application and have already reviewed the application. Therefore, we do not need comments on the application itself unless you feel you have a specific insight that a general reviewer would miss (e.g., you know a particular reference never writes such nice things).
- Please remember that the interview serves **two** purposes – (1) to assess an applicant's aptitude for science, and (2) to recruit them to Washington University. We need to accomplish **both** goals during each interview.
- If you have any questions either before or after seeing an applicant please feel free to contact either the DBBS office staff or one of the Faculty Co-Directors of Admissions, Dr. Dan Ory (dory@wustl.edu) or Steve Mennerick (menneris@wustl.edu).

Below are more expansive definitions by current admissions committee members of the rankings for interviewed applicants. These are meant to help serve as a guide.

5 = Truly outstanding applicant

- The applicant has a strong research background, shows insights, and asks good questions.
- The applicant seems to possess the internal motivation and intellectual independence required of a successful graduate student.
- A student who will be a standout in your lab in all respects (creative scientist, independent worker, role model for others, lab leader).
- These students have already demonstrated strong potential for independent research, and will likely succeed in any program.
- The interview should be engaging and make you wish the student were already in your lab.

4 = Above average applicant

- The applicant may have minor deficiencies in background but seems capable of executing a successful graduate career.
- A student with solid research experience with clear signs of research potential. Some of these students will develop into our best students.

3= Average applicant

- Applicant has limited questions regarding the interviewer's research and shows limited insight into what it takes to be a successful graduate student.
- The applicant may have previous lab experience, but the applicant has difficulty describing the work. Strong reservations about acceptance. A student with limited research experience and only glimmers of research potential. Demonstration of independent research ability or creative scientific thought may or may not be present in the interview setting.

2 = Below Average

- A student with limited research experience but no clear evidence for research potential. Does not follow basic discussion of research in interview setting.
- Applicant is unlikely to succeed in our program.

1 = Do not Accept

- Applicant is unlikely to succeed in our program.