

# Sollicitatie TT2016

---

## Start of Block: intro

Q1 Welcome! This survey is meant for evaluating the job candidates for the Tenure Track position spring 2016. Staff, and students who attended the mini lecture of the candidate(s), are invited to fill in the survey. You can fill in bits of the survey at different times, so that you can evaluate the first candidate straight away and evaluate the other candidate a week later. Please note: you may encounter questions that you cannot answer. For example: you find it hard to assess whether the person fits socially in the group because you are not part of the group or because you did not interact with the candidate socially. Then, please answer "no opinion" or leave the question open. Click "next" to start the survey.

## End of Block: intro

---

## Start of Block: about yourself



Q2 Please first fill in your name.

---

---

Q3 What is your role?

- student (1)
  - staff (2)
- 

Q4 Are you a BAC member? (member of the committee)

- Yes (1)
- No (2)

## End of Block: about yourself

---

Start of Block: which candidate

Q5 Who do you wish to evaluate now?

XXXXX (1)

YYYYYY (2)

End of Block: which candidate

---

Start of Block: XXXXX teaching

Q6 What activities regarding XXXXX did you engage in? (multiple answers possible)

I attended the mini-lecture (1)

I attended the research presentation (2)

I attended the job talk (3)

I had dinner or lunch with XXXXX (4)

I read his paperwork (letter, CV, etc.) (5)

other, namely... (6) \_\_\_\_\_

---

*Display This Question:*

*If What activities regarding XXXXX did you engage in? (multiple answers possible) = I attended the mini-lecture*

Q7 Please now evaluate the mini-lecture as given by XXXXX by rating the statements below.

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
The candidate helped me to better understand the material (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate explained the topics well (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate's English was easy to follow (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate was able to make the topic interesting (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----  
Page Break

Q9 How do you judge XXXXX's ability to...

	Terrible (1)	Poor (2)	Average (3)	Good (4)	Excellent (5)	NO OPINION (6)
...teach in general? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses in HRM? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses in OB? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses on issues he is unfamiliar with? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach for a large group? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Q8 What is your overall judgement of the candidate's teaching potential?

- Terrible (1)
- Poor (2)
- Average (3)
- Good (4)
- Excellent (5)
- NO OPINION (6)

-----

Q10 Do you have any remarks regarding the teaching qualities of XXXXX that clarify your evaluations? Any other remarks regarding his teaching potential? Please state them here.

---

---

---

---

---

End of Block: XXXXX teaching

---

Start of Block: XXXXX research

Q11 How do you evaluate XXXXX's research and research plans with regard to the aspects below?

	None at all (1)	A little (2)	A moderate amount (3)	A lot (4)	A great deal (5)	NO OPINION (6)
extent to which research and plans are <u>interesting</u> (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
extent to which research and plans are <u>inventive</u> (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to be <u>productive</u> (in terms of publication output) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to have <u>high quality</u> publications (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q13 Considering the placement of XXXXX's research within the group of HRM&OB, how do you evaluate XXXXX's research on the aspects below?

	None at all (1)	A little (2)	A moderate amount (3)	A lot (4)	A great deal (5)	NO OPINION (6)
extent to which the research complements to our group (he/she does something we do not do) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
extent to which research fits to our group (ability to cooperate with several of us) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to set-up an independent line of research (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
complementarity in terms of research methods (expertise in methods that we do not have) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----  
Page Break

Q12 Do you have any remarks regarding XXXXX's research that clarify your evaluations? Any other remarks regarding his research? Please state them here.

---

---

---

---

---

-----  
Page Break

---



Q15 How do you evaluate XXXXX's funding potential?

	Definitely will not (1)	Probably will not (2)	Might or might not (3)	Probably will (4)	Definitely will (5)	NO OPINION (6)
potential to attract NWO or EU funding (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to connect to corporate worlds for funding (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q16 Do you have any remarks regarding funding that clarify your evaluations? Any other remarks regarding his funding potential? Please state them here.

---



---



---



---



---

Page Break

Q14 Regarding the social aspects of XXXXX, please rate the below items.

	strongly disagree (1)	disagree (2)	neither disagree nor agree (3)	agree (4)	strongly agree (5)	NO OPINION (6)
The candidate fits socially in the group (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication with this candidate is easy (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will probably get along with this candidate very well (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Q17 Any additional remarks about the social aspects of XXXXX?

---

---

---

---

---

-----

Page Break

Q18 Would XXXXX be a good strategic choice for the HRM&OB group?

- Definitely not (1)
- Probably not (2)
- Might or might not (3)
- Probably yes (4)
- Definitely yes (5)
- NO OPINION (6)

---

Q19 If you want, please explain your answer below.

---

---

---

---

---

End of Block: XXXXX research

---

Start of Block: XXXXX end

Q35 Do you have any other concerns or remarks about XXXXX? Please write them down here.

---

---

---

---

---

Page Break

---

Q37 Do you want to evaluate the other candidate, YYYYYY, now? (Note: if you wish to do this at a later time, or if you have already filled this in earlier, then choose "no". You can start up the questionnaire at a later moment and then select the other candidate).

no (1)

yes (2)

End of Block: XXXXX end

---

Start of Block: YYYYYY teaching

Q21 What activities regarding YYYYYY did you engage in? (multiple answers possible)

I attended the mini-lecture (1)

I attended the research presentation (2)

I attended the job talk (3)

I had dinner or lunch with YYYYYY (4)

I read her paperwork (letter, CV, etc.) (5)

other, namely... (6) \_\_\_\_\_

---

*Display This Question:*

*If What activities regarding YYYYYY did you engage in? (multiple answers possible) = I attended the mini-lecture*

Q22 Please now evaluate the mini-lecture as given by YYYYYY by rating the statements below.

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
The candidate helped me to better understand the material (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate explained the topics well (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate's English was easy to follow (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The candidate was able to make the topic interesting (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

Page Break

Q23 How do you judge YYYYYY's ability to...

	Terrible (1)	Poor (2)	Average (3)	Good (4)	Excellent (5)	NO OPINION (6)
...teach in general? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses in HRM? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses in OB? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach courses on issues he is unfamiliar with? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...teach for a large group? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Q24 What is your overall judgement of the candidate's teaching potential?

- Terrible (1)
  - Poor (2)
  - Average (3)
  - Good (4)
  - Excellent (5)
  - NO OPINION (6)
-

Q25 Do you have any remarks regarding the teaching qualities of YYYYYY that clarify your evaluations? Any other remarks regarding her teaching potential? Please state them here.

---

---

---

---

---

End of Block: YYYYYY teaching

---

Start of Block: YYYYYY research



Q26 How do you evaluate YYYYY's research and research plans with regard to the aspects below?

	None at all (1)	A little (2)	A moderate amount (3)	A lot (4)	A great deal (5)	NO OPINION (6)
extent to which research and plans are <u>interesting</u> (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
extent to which research and plans are <u>inventive</u> (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to be <u>productive</u> (in terms of publication output) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to have <u>high quality</u> publications (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Q27 Considering the placement of YYYYYY's research within the group of HRM&OB, how do you evaluate YYYYYY's research on the aspects below?

	None at all (1)	A little (2)	A moderate amount (3)	A lot (4)	A great deal (5)	NO OPINION (6)
extent to which the research complements to our group (he/she does something we do not do) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
extent to which research fits to our group (ability to cooperate with several of us) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to set-up an independent line of research (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
complementarity in terms of research methods (expertise in methods that we do not have) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----  
Page Break

Q28 Do you have any remarks regarding YYYYY's research that clarify your evaluations? Any other remarks regarding her research? Please state them here.

---

---

---

---

---

-----  
Page Break

---

Q29 How do you evaluate YYYYYY's funding potential?

	Definitely will not (1)	Probably will not (2)	Might or might not (3)	Probably will (4)	Definitely will (5)	NO OPINION (6)
potential to attract NWO or EU funding (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
potential to connect to corporate worlds for funding (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Q30 Do you have any remarks regarding funding that clarify your evaluations? Any other remarks regarding her funding potential? Please state them here.

---

---

---

---

---

-----

Page Break

Q31 Regarding the social aspects of YYYYY, please rate the below items.

	strongly disagree (1)	disagree (2)	neither disagree nor agree (3)	agree (4)	strongly agree (5)	NO OPINION (6)
The candidate fits socially in the group (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication with this candidate is easy (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will probably get along with this candidate very well (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Q32 Any additional remarks about the social aspects of YYYYY?

---

---

---

---

---

-----

Page Break

Q33 Would YYYYY be a good strategic choice for the HRM&OB group?

- Definitely not (1)
- Probably not (2)
- Might or might not (3)
- Probably yes (4)
- Definitely yes (5)
- NO OPINION (6)

---

Q34 If you want, please explain your answer below.

---

---

---

---

---

End of Block: YYYYY research

---

Start of Block: YYYYY end

Q40 Do you have any other concerns or remarks about YYYYY? Please write them down here.

---

---

---

---

---



Q41 Do you want to evaluate the other candidate, XXXXX, now? (Note: if you wish to do this at a later time, or if you have already filled this in earlier, then choose "no". You can start up the questionnaire at a later moment and then select the other candidate).

no (1)

yes (2)

End of Block: YYYYY end

---