

USAC University Staff Senator Interview Rubric 2022

Applicant Name: _____ Candidate #: _____

USAC Reviewer Name: _____

Score each question based on the rubric criteria and complete the 'Interviewer Notes' section for each question. Interview questions are scheduled for 8 minutes for each candidate. It is important that all candidates be treated with fairness and equity when utilizing the rubric for scoring. Only questions asked of all candidates should be included in final scoring.

**Please retain these notes according to the University Institutional Data Policy*

<p>Platform: With thousands of staff members at Ohio State with many different roles and experiences, how would you be a constructive advocate for all staff and not just staff members in your home unit? Please provide tangible examples of how you work gather this input throughout your term as senator.</p>				
<p>Notes:</p>				
Excellent (10-9 points)	Good (8-7 points)	Average (6-4 points)	Below Average (3-1 points)	Points Awarded
<ul style="list-style-type: none"> • Thorough response demonstrating strong knowledge of current Staff issues and climate • Demonstrates a commitment to serve all staff • Thorough response demonstrating knowledge of advocacy 	<ul style="list-style-type: none"> • Response is complete and more than meets expectations • Demonstrates general understanding of staff issues and climate • Relays a desire to work in an advocacy role • Shows a desire to work on behalf of all staff 	<ul style="list-style-type: none"> • Response is complete and meets expectations • Has some understanding of staff issues and climate • 	<ul style="list-style-type: none"> • The response is vague • Lacks knowledge of current Senate issues • Lacks understanding of advocacy • Has limited ideas • The response is incomplete 	

<p>Q1: How do you see your role as Staff Senator as one that effectively advocates for diversity, equity, and inclusion (DEI) for the staff community at Ohio State?</p>				
<p>Notes:</p>				
Excellent (10-9 points)	Good (8-7 points)	Average (6-4 points)	Below Average (3-1 points)	Points Awarded
<ul style="list-style-type: none"> • Thorough response demonstrating strong understanding of DEI work and gives examples of how they have done this work already • Ideas suggested are in line with University Senate and the role of Staff Senator. 	<ul style="list-style-type: none"> • Response demonstrates understanding of DEI work • Ideas suggested are good but may need some tweaking to be in line with University Senate and the role of Staff Senator. 	<ul style="list-style-type: none"> • Response is complete and meets expectations • Shows a willingness to learn about DEI issues • Ideas are limited, but demonstrates a willingness to understand University Senate 	<ul style="list-style-type: none"> • The response is incomplete • Lacks understanding of DEI issues, University Senate, and role of Staff Senator 	

Q2: How would you effectively collaborate with other members of the University Senate? Can you provide an example or a time when you collaborated with others who may have a different outlook or vision than you?

Notes:

Excellent (10-9 points)	Good (7-8 points)	Average (6-4 points)	Below Average (3-1 points)	Points Awarded
<ul style="list-style-type: none"> • Thorough, detailed response regarding positive collaboration • Provided detailed example • Able to collaborate with those of different outlook/vision demonstrating emotional and social intelligence 	<ul style="list-style-type: none"> • Response was complete • Was able to give general idea of how to collaborate with others but lacked specific detail • Did not give detail when describing examples of how they have collaborated with others in the past. 	<ul style="list-style-type: none"> • Response was complete, but did not clearly demonstrate the ability to positively collaborate with those of different outlooks/vision 	<ul style="list-style-type: none"> • The response was vague and lacked detail on ability to positively collaborate • Lack of emotional and social intelligence • Had difficult sharing an example • The response is incomplete 	

Q3: How would you leverage your relationship with USAC in your role as Staff Senator?

Notes:

Excellent (10-9 points)	Good (8-7 points)	Average (6-4 points)	Below Average (3-1 points)	Points Awarded
<ul style="list-style-type: none"> • Articulated an understanding of the work done by both USAC and Senate • Gave detailed examples of how Senators might work with USAC or utilize USAC to accomplish goals. 	<ul style="list-style-type: none"> • Showed a general understanding of the role of USAC and Senate • Response was complete but did not clearly detail how they might work with USAC to accomplish goals. 	<ul style="list-style-type: none"> • Showed an openness to learn about how USAC and Senators could work with each other • Had ideas that were not fully developed around how they could work with USAC to accomplish goals. 	<ul style="list-style-type: none"> • Did not show an understanding of USAC or the Senator role • Fails to articulate how they might work with USAC 	

Total points awarded: _____
(Max: 40 points)