

Interview Rubric

	Excellent	Fair	Poor
Question type	The majority of questions are open-ended.	Half of the questions are open-ended while half can be answered with a simple 'yes' or 'no'.	Most questions can be answered with a simple 'yes' or 'no'.
Interaction with interviewee	Interviewer is courteous, eye contact is made, and interviewee appears comfortable.	Interviewee appears uncomfortable and only intermittent eye contact is made.	Interviewer is rude and no eye contact is made.
Conversation flow	Interviewer conducts interview like a conversation, relating next question to interviewee's previous comments.	There are a few times when interviewer just reads the next question without trying to relate to the interviewee's previous response.	Interviewer does not react to interviewee responses, but instead just reads one question after the other.
Understanding of the lab's research	Interviewer has made a serious effort to understand the research occurring in the lab.	Interviewer has made some effort to understand the research occurring in the lab.	Interviewer has made no effort to understand the research occurring in the lab.
Exploration of interviewee's career path & career/family balance	Interviewer includes questions about career path and career/family balance.	Interviewer asks only 1 question about career path and career/family balance.	Interviewer does not ask any questions about career path and career/family balance.
Creativity			