

# Lead Staff Candidate Presentation Rubric

Candidate: \_\_\_\_\_

Date & Time: \_\_\_\_\_

Evaluator: \_\_\_\_\_

Topic Selected	
	<b>Option 1:</b> Consider your experience and observations of Residence Life and the services the department provides, and also do some research about the general purpose of Residence Life on college campuses. With that information in mind, share your specific and applicable ideas of how this campus' department can best serve the Augsburg-specific demographic. For instance, what do Augsburg residents need or want in order to be successful that may vary from University of Minnesota residents?
	<b>Option 2:</b> Share with us about your experiences and ideas of exceptional customer service. What are some principles of outstanding customer service, and how can those be actualized as common practice among a team of 40? Assess the priorities and concerns of residents as a customer base, and consider the services and product offered by Residence Life with the reality of limited resources and funding (E.g. Building a residence hall requires tens of millions of dollars and Augsburg College is a non-profit with competing priorities for endowments and institutional expenditures)
	<b>Option 3:</b> Share with us how Augsburg College, and Residence Life in particular, can increase the number of students who live on campus. What are some feasible strategies that could recruit more first-year, transfer, and commuter students; and furthermore, what are some strategies that could help retain residents for all four years of their undergraduate career? Do some research on what efforts and initiatives the department has already implemented, and consider incentives that may not currently be present.

## Presentation Skills

5 4 3 2 1

- 5** Clearly organized with very smooth overall flow; use of introduction to topic, support for concepts and summary of ideas  
**4** Organized in a logical fashion; uses some structure of introduction, content and conclusion.  
**3** Average understanding of topic, a couple structure flaws  
**2** Lacks clear organization and flow  
**1** Completely unorganized with no logical flow

## Content Development

5 4 3 2 1

- 5** Content is well researched; a variety of sources are used; answers prompt with effective analysis  
**4** Some content is researched; a few sources are used; prompt is answered  
**3** Adequate research done on topic; couple sources; most prompt questions are answered  
**2** Content research is unclear; little to no sources are used; prompt questions are not all answered  
**1** Content is not researched; no source outside of personal experience are used; prompt questions are not answered

## Verbal Communication

5 4 3 2 1

- 5** Formulates and presents them in an outstanding manner; addresses questions very satisfactorily; engages entire audience  
**4** Adequately formulates ideas and presents them; addresses questions satisfactorily  
**3** Some ideas fully processed, presents them at an average level; able to answer some questions successfully  
**2** Shows little ability to present ideas in a coherent fashion; makes little effort to answer questions  
**1** Exhibits no ability to present ideas verbally; answers questions incorrectly or not at all

## Presentation Innovation

5 4 3 2 1

- 5** Demonstrates ability to creatively and effectively design a presentation to address different learning styles  
**4** Demonstrates ability to design a moderately effective presentation to meet audiences needs; conveys moderate innovation  
**3** Able to design a fair presentation; demonstrates average innovation in presentation style and technique  
**2** Demonstrates minimal ability to effectively address audiences needs in presentation design; conveys lack of innovation  
**1** Demonstrates no ability to creatively and effectively design a presentation according to audience needs

## Understanding of Diversity and Advocacy Skills

5 4 3 2 1

- 5** Effectively differentiates between individual and cultural differences; encourages audience members to see cultural and social issues beyond personal experiences; uses inclusive language and idea effectively.

- 4** Adequately differentiates between individual and cultural differences; demonstrates some ability to see cultural and social issues beyond personal experiences; language and ideas are mostly inclusive.
- 3** Average portrayal of understanding regarding individual and cultural differences; adequate ability to see cultural and social issues beyond personal experiences; fair use of inclusive language and idea.
- 2** Shows little understanding of individual and cultural differences; does not effectively demonstrate ability to see cultural and social issues beyond personal experiences; does not focus on making sensitive, appropriate and inclusive language
- 1** Exhibits no comprehension of individual and cultural differences; does not have an ability to see cultural and social issues beyond personal experiences; makes insensitive, inappropriate and non-inclusive decision regarding language

**TOTAL**

Summative Notes

Highlights

Challenges/Unknowns