

Evaluation Rubric - Application Stage (Assistant Professor)

	Excellent	Good	Fair	Poor	Unable to Evaluate
Evidence of research productivity	<ul style="list-style-type: none"> • Existence of peer reviewed research work • Regular effort to disseminate research findings (e.g., papers, presentations, seminars, blog posts, etc.) 	<ul style="list-style-type: none"> • Evidence of research that is currently under peer review • Regular effort to disseminate research findings (e.g., papers, presentations, seminars, blog posts, etc.) 	<ul style="list-style-type: none"> • Limited effort to disseminate research findings (e.g., papers, presentations, seminars, blog posts, etc.) • No explicitly peer reviewed results 	<ul style="list-style-type: none"> • No effort to disseminate research findings (e.g., papers, presentations, seminars, blog posts, etc.) 	
Potential for scholarly impact / tenurability					
Evidence of strong background in [relevant fields]					
Evidence of [particular] perspective on [particular area]					
Contribution to breadth of areas addressed in department research					
Evidence of teaching experience and interest (including grad mentorship)					
Potential to teach courses in core curriculum					
Potential to teach the core curriculum on [particular area] (including creation of new courses)					

<p>Demonstrated commitment or potential to advance meaningful demographic diversity of unit</p>	<ul style="list-style-type: none"> • Explicitly discusses personal experiences in the field related to meaningful demographic diversity attributes, particularly those from historically underrepresented groups in the field 	<ul style="list-style-type: none"> • Recognizes different and unequal experiences in the field of individuals from different demographic backgrounds, particularly those from traditionally underrepresented groups in the field 	<ul style="list-style-type: none"> • Recognizes different and unequal experiences in the field of individuals from different demographic backgrounds 	<ul style="list-style-type: none"> • Demonstrated limited or no awareness of different and unequal experiences of individuals from different demographic backgrounds 	<p>No relevant information provided</p>
<p>Evidence of engagement with diversity and inclusion issues</p>	<ul style="list-style-type: none"> • Offers multidimensional approach to diversity and inclusion issues (research, training, service, teaching, etc.) – addressed in multiple candidate statements • Demonstrated track record of ongoing, active engagement and leadership in advancing diversity and inclusion in the field 	<ul style="list-style-type: none"> • Expresses clear awareness of diversity and inclusion issues in the field. • Has occasionally participated in diversity and inclusion activities and efforts (e.g., tutor, mentor, outreach) 	<ul style="list-style-type: none"> • Demonstrates some familiarity with diversity and inclusion issues in the field. • Expresses basic commitment to diversity and inclusion. • Indicates intention to address diversity and inclusion in the future. 	<ul style="list-style-type: none"> • Demonstrates limited or no awareness of diversity and inclusion issues (such as barriers for historically underrepresented groups) in the field • Minimal exposure to diversity and inclusion efforts. 	
<p>Potential to teach and advise diverse students</p>					
<p>Potential for Leadership</p>	<ul style="list-style-type: none"> • Served in leadership role such as event organizer, student group leader, etc. • Demonstrated active involvement in variety of organizational activities (either at the institution or could be in outside organizations) 	<ul style="list-style-type: none"> • Regular engagement with other activities or programs (either at the institution or could be in outside organizations) 	<ul style="list-style-type: none"> • Limited interest or engagement with other activities or programs outside of core degree program requirements 	<ul style="list-style-type: none"> • No interest or engagement with other activities or programs outside of core degree program requirements 	

Potential to contribute positively to the collegial work environment of the department					
Other					