*The following is a model rubric for members of the search committee and/or department faculty to use in evaluating job applicants.* ***It is a template for departments/committee to customize for their own searches****. Note that each category of evaluation should be elaborated with specific metrics, and potentially include a space to record contextualizing information. Evidence of “potential” is recommended for junior faculty candidates, whereas evidence of “demonstrated ability” is appropriate for senior faculty candidates.*

Applicant’s name:

Please indicate which of the following materials were considered as the basis of your review:

|  |  |
| --- | --- |
|  | Applicant’s statements ( research, teaching, contributions to diversity, equity, inclusion) |
|  | Applicant’s CV |
|  | Applicant’s letters of recommendation |
|  | Applicant’s scholarship (indicate specific documents): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
|  | Excellent  Good  Unable to judge  Poor  Fair  Neutral |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Evidence of strong background in [ relevant field / perspective / methodology ] | |  |  |  |  |  |  |
| * [*metric*] | | *notes re: assessment* | | | | | |
| Evidence of research productivity | |  |  |  |  |  |  |
| * *[“fast thinking” metrics, e.g., # of publications]* | | *notes re: assessment* | | | | | |
| * *[“slow thinking” metrics ….]* | |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |
| * contextualizing factors to note: | [e.g., co-authorship, large lab] | | | | | | |
| Evidence of scholarly quality / impact / novelty | |  |  |  |  |  |  |
| * *[“fast thinking” metrics, e.g., # of citations ]* | |  | | | | | |
| * *[“slow thinking” metrics ….]* | |  |  |  |  |  |  |
|  | |  |  |  |  |  |  |
| * contextualizing factors to note: |  | | | | | | |
| Evidence of quality research plan / potential for sustained impact | |  |  |  |  |  |  |
| * [*metric*] | |  |  |  |  |  |  |
| Evidence of teaching experience and interest (incl. grad mentorship) | |  |  |  |  |  |  |
| * [*metric*] | |  |  |  |  |  |  |
| Potential to teach courses | |  |  |  |  |  |  |
| * in core curriculum | |  |  |  |  |  |  |
| * in [particular area] (incl. creation of new courses) | |  |  |  |  |  |  |
| Ability to make positive contribution to department’s climate | | Indicates Awareness | | Track Record | | Specific Plans | |
| * Potential (demonstrated ability) to … | |  | |  | |  | |
| Note specifics that support evaluation: | | | | | | | |
| * Potential (demonstrated ability) to … | |  | |  | |  | |
| Note specifics that support evaluation: | | | | | | | |
| * Potential (demonstrated ability) to … | |  | |  | |  | |
| Note specifics that support evaluation: | | | | | | | |

**Comments/Notes:**