Applicant Evaluation Tool

> *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	Neutral	Fair	Poor	Unable to judge
Evidence of strong background in [relevant field / perspective / methodology]						
• [indicators] *notes re: assessment*						
Evidence of research productivity						
• ["fast thinking" indicators, e.g., # of publications] *notes re: assessment*						
• ["slow thinking" indicators ….]						
•						
• contextualizing factors to note: [e.g., co-authorship, large lab]						
Evidence of scholarly quality / impact / novelty						
• ["fast thinking" indicators, e.g., # of citations]						
• ["slow thinking" indicators ….]						
•						
• contextualizing factors to note:						
Evidence of quality research plan / potential for sustained impact						
• [indicator]						
Evidence of teaching experience and interest (incl. grad mentorship)						
• [indicator]						
Potential to teach courses						
• in core curriculum						
• in [particular area] (incl. creation of new courses)						

	Indicates Awareness	Track Record	Specific Plans
Evidence of contributions to diversity, equity, and inclusion			
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:			