

Rubric Template for Evaluation of Junior Faculty Candidates-teaching

	Weak		OK		Strong	
Evidence/Potential for outstanding scholarship						
Quality of dissertation and/or post-doc research	1	2	3	4	5	
Clarity and creativity of research plan	1	2	3	4	5	
Timeliness of research plan	1	2	3	4	5	
Fit of research plan to department interests	1	2	3	4	5	
Fit of research plan to campus-wide initiatives	1	2	3	4	5	
Reasonableness of funding plan for research	1	2	3	4	5	
Experience in collaborative research	1	2	3	4	5	
Evidence/Potential for outstanding teaching						
Quality and quantity of teaching experience	1	2	3	4	5	
Clarity and reasonableness of teaching plan	1	2	3	4	5	
Fit of teaching goals to department needs	1	2	3	4	5	
Analysis of Recommendation Letters						
Force of Writers' endorsements	1	2	3	4	5	
Applicability and scope of Writers' assessment	1	2	3	4	5	
Accomplishment of Writers	1	2	3	4	5	
Unanticipated strength(s)						

Comments:

Criteria for initial screening (and rejection) of applicant files

- PhD or equivalent
- Evidence of scholarship in area of search or exceptional record of scholarship
- At least 2 Recommendation letters

Rubric Template for Evaluation of Junior Faculty Candidates-research

	Weak	OK	Strong		
Evidence/Potential for outstanding scholarship					
Clarity and creativity of research plan	1	2	3	4	5
Timeliness of research plan	1	2	3	4	5
Fit of research plan to department interests	1	2	3	4	5
Fit of research plan to campus-wide initiatives	1	2	3	4	5
Reasonableness of funding plan for research	1	2	3	4	5
Evidence/Potential for outstanding teaching					
Quality and quantity of teaching experience	1	2	3	4	5
Clarity and reasonableness of teaching plan	1	2	3	4	5
Evidence/Potential for outstanding service					
Quality and focus of extracurricular activities	1	2	3	4	5
Analysis of Recommendation Letters					
Force of Writer’s endorsement	1	2	3	4	5
Applicability and scope of Writer’s assessment	1	2	3	4	5
Accomplishment of Writers	1	2	3	4	5
Unanticipated strength(s)					

Comments:

Criteria for initial screening (and rejection) of applicant files

- PhD or equivalent
- Evidence of scholarship in area of search or exceptional record of scholarship
- Some teaching experience with documented assessments
- At least 2 Recommendation letters