

SAMPLE RUBRIC - SHORT LIST

Department of XXX: Recruitment in XXX, ACADEMIC YEAR ____

This form offers a method for department faculty to provide evaluations of applicants, "long list" and "short list" candidates. It is meant to be a template for departments that they can modify as necessary for their own use. The proposed questions are designed for junior faculty candidates. Text in brackets should be replaced. Criteria may be added or deleted as needed.

Applicant Name	Degree	Degree Institution	Degree Date	Affiliation	Current Job Title
1					

Please rate the applicant on each of the following criteria:		excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact							
Potential for [Evidence of] research productivity							
Potential for [Evidence of] research funding							
Potential for [Evidence of] contribution to diversity							
Potential for [Evidence of] innovation							
Potential for [Evidence of] collaboration							
Fit with department's priorities							
Ability to make positive contribution to department's climate							
Potential [Demonstrated ability] to attract and supervise graduate students							
Potential [Demonstrated ability] to teach and supervise undergraduates							
Potential [Demonstrated ability] to be a conscientious univ. community member							
Comments:							

Summary assessment (check all that apply)	
Unimpressive Letters of Recommendation	
Inadequate scholarly achievement	
Questionable teaching potential	
Questionable research potential	
Insufficient specialization or breadth	
Incomplete application	
Interview recommended	

The categories here should align with the summary assessment reasons listed in UC Recruit.

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2					

Please rate the applicant on each of the following criteria:		excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact							
Potential for [Evidence of] research productivity							
Potential for [Evidence of] research funding							
Potential for [Evidence of] contribution to diversity							
Potential for [Evidence of] innovation							
Potential for [Evidence of] collaboration							
Fit with department's priorities							
Ability to make positive contribution to department's climate							
Potential [Demonstrated ability] to attract and supervise graduate students							
Potential [Demonstrated ability] to teach and supervise undergraduates							
Potential [Demonstrated ability] to be a conscientious univ. community member							
Comments:							

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Inadequate scholarly achievement	
Questionable teaching potential	
Questionable research potential	
Insufficient specialization or breadth	
Incomplete application	
Interview recommended	

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3					

Please rate the applicant on each of the following criteria:		excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact							
Potential for [Evidence of] research productivity							
Potential for [Evidence of] research funding							
Potential for [Evidence of] contribution to diversity							
Potential for [Evidence of] innovation							
Potential for [Evidence of] collaboration							
Fit with department's priorities							
Ability to make positive contribution to department's climate							
Potential [Demonstrated ability] to attract and supervise graduate students							
Potential [Demonstrated ability] to teach and supervise undergraduates							
Potential [Demonstrated ability] to be a conscientious univ. community member							
Comments:							

Summary assessment (check all that apply)	
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Inadequate scholarly achievement	
Questionable teaching potential	
Questionable research potential	
Insufficient specialization or breadth	
Incomplete application	
Interview recommended	

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4					

Please rate the applicant on each of the following criteria:		excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact							
Potential for [Evidence of] research productivity							
Potential for [Evidence of] research funding							
Potential for [Evidence of] contribution to diversity							
Potential for [Evidence of] innovation							
Potential for [Evidence of] collaboration							
Fit with department's priorities							
Ability to make positive contribution to department's climate							
Potential [Demonstrated ability] to attract and supervise graduate students							
Potential [Demonstrated ability] to teach and supervise undergraduates							
Potential [Demonstrated ability] to be a conscientious univ. community member							
Comments:							

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Inadequate scholarly achievement	
Questionable teaching potential	
Questionable research potential	
Insufficient specialization or breadth	
Incomplete application	
Interview recommended	

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Please rate the applicant on each of the following criteria:		excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact							
Potential for [Evidence of] research productivity							
Potential for [Evidence of] research funding							
Potential for [Evidence of] contribution to diversity							
Potential for [Evidence of] innovation							
Potential for [Evidence of] collaboration							
Fit with department's priorities							
Ability to make positive contribution to department's climate							
Potential [Demonstrated ability] to attract and supervise graduate students							
Potential [Demonstrated ability] to teach and supervise undergraduates							
Potential [Demonstrated ability] to be a conscientious univ. community member							

Summary assessment (check all that apply)	
Unimpressive Letters of Recommendation	
Inadequate scholarly achievement	
Questionable teaching potential	
Questionable research potential	
Insufficient specialization or breadth	
Incomplete application	
Interview recommended	

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Comments:

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Please rate the applicant on each of the following criteria:	excellent	good	neutral	fair	poor	unable to judge
Potential for [Evidence of] scholarly impact						
Potential for [Evidence of] research productivity						
Potential for [Evidence of] research funding						
Potential for [Evidence of] contribution to diversity						
Potential for [Evidence of] innovation						
Potential for [Evidence of] collaboration						
Fit with department's priorities						
Ability to make positive contribution to department's climate						
Potential [Demonstrated ability] to attract and supervise graduate students						
Potential [Demonstrated ability] to teach and supervise undergraduates						
Potential [Demonstrated ability] to be a conscientious univ. community member						
Comments:						

Summary assessment (check all that apply)	
Unimpressive Letters of Recommendation	<input type="checkbox"/>
Inadequate scholarly achievement	<input type="checkbox"/>
Questionable teaching potential	<input type="checkbox"/>
Questionable research potential	<input type="checkbox"/>
Insufficient specialization or breadth	<input type="checkbox"/>
Incomplete application	<input type="checkbox"/>
Interview recommended	<input type="checkbox"/>