



Evaluation Tool

Candidate: _____

Reviewer: _____

Position: _____

Department: _____

Search Committee Members _____

At the conclusion of the search, retain all evaluation tools in accordance with record retention requirements.

Please rate the candidate on each of the following criteria:	Excellent = 5	Good = 4	Average = 3	Fair = 2	Poor = 1
<p>Leadership Collaborative; can lead peers and influence senior leaders; strong conflict resolution, mentoring, and coaching skills; respected presence on campus and in their professional field; can work across disciplines to achieve results</p>					
<p>Record on diversity Leader in faculty recruitment and retention efforts; an ally or active player in social justice/equity work; evidence of broad involvement with diversity work on campus (with students, faculty/staff, or leadership); national presence in this arena</p>					
<p>Research Productivity & Scholarly Impact Evidence of scholarly productivity; quality of publications high; broad range of publications; intersectional research; research reputation</p>					



Please rate the candidate on each of the following criteria:	Excellent = 5	Good = 4	Average = 3	Fair = 2	Poor = 1
<p>Funding Demonstrated ability to secure funding through research or grants/contracts; potential for renewable funding; ability/potential to partner with others for funding</p>					
<p>Communication Evidence of strong advocacy and negotiation skills; communicates complex ideas well in verbal and written formats; ability to use data to inform decisions; ability to share data broadly and translate findings to multiple audiences</p>					
<p>Innovation Forward thinker; articulates compelling vision and approach; trendsetter in faculty recruitment and retention efforts</p>					
<p>Evidence of interdisciplinary work Partnership across disciplines (in teaching or research); connections outside of department through service or committee work</p>					
<p>Teaching/Mentoring Skills Addresses diversity in teaching; understands unconscious bias and creates equitable learning spaces</p>					
<p>Service/Community Engagement Serves on department committees; accepts opportunities to mentor and support students/peers; involved in campus life and activities; record of community engagement around social justice issues</p>					