



CANDIDATE EVALUATION CRITERIA

This document is meant to help faculty organize their thoughts about candidates and establish homogeneity in the review process. The proposed criteria can be customized to fit candidates for either junior or senior faculty positions.

Candidate's Name: _____

Criterion	3=good; consider candidate further; request letters of reference	2=fair; hold in reserve	1=inadequate; does not meet minimum criteria
Ph.D. in relevant field	Granted or defense date is set	Realistic evidence of completion by deadline	No realistic evidence of completion by deadline
Area of specialization	Relevant dissertation topic; relevant publications and/ or teaching in area of specialization	Relevant dissertation topic or evidence of development of the specialization in publications	Does not have relevant dissertation topic or other evidence of involvement with specialization
Evidence of (promise for) publication	Evidence of a strong publication record (e.g., peer reviewed journal articles, books)	Evidence that demonstrates promise in generating a strong publication record	Limited or no evidence to demonstrate the candidate's promise in generating a strong publication record
Evidence relevant to external funding	Post-Ph.D. external funding; or national grant for doctoral work; clear plans for future external funding	Promising background to suggest success in securing external funding	No clear plans or prospects for securing future external funding
Evidence of (promise for) teaching at the undergraduate level	Evidence of successful teaching at the undergraduate level	Demonstrates an ability to teach at the undergraduate level	Limited or no evidence to support their ability to teach undergraduate students
Evidence of (promise for) teaching at the graduate level	Evidence of successful teaching at the graduate level	Demonstrates an ability to teach at the graduate level	Limited or no evidence to support their ability to teach graduate students
Experience teaching diverse populations and/or inclusive pedagogy	Has experience	Has minimal experience	Has no experience
Quality of materials	Well put together	Adequately put together	Materials less than satisfactory
YOUR OVERALL RANKING			

Other Comments: