**PRELIMINARY CRITERIA**

**Please rank applicants on a 1-5 scale with 1 star being poor and 5 stars being excellent.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|    | 5 stars   | 4 stars   | 3stars   | 2 stars   | 1 star   |
| **Education**  | *Degree*   | PhD from accredited university in hand by start date   | ABD in required area, with plan to finish by start date   | ABD in required area, with no clear plan to finish by start date   | PhD unlikely by start date   | Not  PhD  candidate   |
| **Teaching Experience**   | *Years of experience*   | > 1 year, University Teaching   | < 1 year, University or other Teaching Experience   | < 1- year, Other Teaching Experience, TA   | No teaching experience of any kind but some invited in-class presentations   | No teaching experience of any kind    |
| *Ability to Teach Courses in Applied Areas*   | Experience in teaching diverse undergraduate classes (as instructor or adjunct) and developing courses in applied areas (range of criminology courses and research methods)    | Experience in teaching diverse undergraduate classes (as instructor or adjunct) in applied areas but no experience in developing a course   | Has been a TA for diverse undergraduate classes in preferred course areas, but needs to learn how to develop a course   | Has little experience, but shows willingness to learn to teach courses in applied areas   | Unwilling to teach needed courses   |
| *Effectiveness, Student Success*   | Excellent Syllabi, lesson plans & teaching evaluations   | Good Syllabi, lesson plans & teaching evaluations   | Satisfactory Syllabi, lesson plans & teaching evaluations   | Moderate teaching evaluations or limited information provided   |  Very poor teaching evaluations   |
| **Research & Scholarship**     | *Publications & Scholarly Potential*   | Has already published in peer reviewed venues or has a book   | Has already published in journals or has submission in press   | Is active, presents regularly, has manuscripts currently in review   | Conference talks only   | Has no active research agenda   |
| *Funding Potential*   | Has secured extramural funding   | Has secured internal funding; plans to seek extramural funding   | Has proposals in review   | Has never received funding, but has potential   | No prior funding and research unlikely to be funded in the future   |
| **Commitment to Diversity**   | *Teaching, Mentorship, Research*   | Has a nuanced understanding of challenges faced by diverse students and works to facilitate access and success    | Is aware of diversity, but lacks a nuanced understanding of it   | Is willing to learn more about diversity issues, but does not have much experience   | Minimal expressed interest in diversity issues   | Unwilling or hostile to working with diverse student population   |
| **References**   |    | Strong references, speak to the requirements of the position    | Mostly strong references   | References are too general and not as strong   | Weak references   | Negative references    |

**FINALIST CRITERIA**

***(adjust the qualifications listed and rating scale to match your position announcement and disciplinary norms)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|    | 5 stars   | 4 stars   | 3 stars   | 2 stars   | 1 star   |
| **Education**   | Ph.D. in hand, from accredited university/ Dept.   | ABD with clear  plan for finishing, from accredited university/Dept.   | ABD with final draft of dissertation   | ABD, no complete dissertation draft   | Not ABD   |
| **Teaching**   | University Teaching Experience; excellent teaching demo   | University Teaching Experience, but good teaching demo   | No University Teaching Experience, good teaching demo   | No University Teaching Experience, satisfactory demo   | No University Teaching Experience; very poor teaching demo   |
| **Research, Creative Activity & Professional Involvement**   | Excellent Research With solid potential for funding   | Good Research With solid potential for funding   | Satisfactory Research, with potential for funding   | Unsatisfactory Research, with no potential for funding   | No Research Agenda   |
| Has experience in advising diverse students, guiding students, and engaging in service activities that support students    | Has no advising experience but has engaged in other service activities that supported students   | Has no advising experience but was generally involved in service activities    | Has no service experience but is willing to engage in service opportunities   | Has no service experience and does not show potential in wanting to engage in any service activities    |
| **Teaching Philosophy within a multicultural environment and student success**   | Has a nuanced understanding of challenges faced by diverse students and works to facilitate access and success   | Is aware of diversity, but lacks a nuanced understanding of it   | Is willing to learn more about diversity issues, but does not have any experience   | Does not understand issues of diversity faced by students   | Is actively against embracing diversity issues   |
| **References**   |  Strong references, speak to the position requirements    | Mostly strong references   |   References are too general and not as strong     | Weak references   | Inadequate references   |
|  **Minimum Qualifications**   | Met and Exceeded   | Met   | Will Meet them by start date   | Not met   | Not Met   |
| **Preferred Qualifications**   | Met and Exceeded   | Met   | Will Meet them by start date   | Not met   | Not Met   |
| **Formal Interview Responses**   | Excellent, nuanced, and strong responses to most questions   | Good and strong responses to all questions   | Strong responses to most questions   | Weak responses to most questions   | Poor Responses to questions   |
| **Research/** **teaching Presentation**   | Excellent presentation, adequate to audience OR great rapport with audience, and comfortable answering questions   | Good presentation, adequate to audience   | Satisfactory presentation, adequate to audience   | Unsatisfactory presentation, answered questions poorly   | Poor presentation, answered questions poorly   |