**Evaluation Rubric for Proposed Faculty for GE Area F Courses**

All faculty for the proposed courses will be evaluated by the EWS Department Chair and the Ethnic Studies Faculty Implementation Senate Committee according to the five core criteria. The criteria will be assessed through the abridged vita and recommendation narrative from the department chair. Faculty will demonstrate their expertise by scoring 1 or above in at least three of the five criteria.

| Criteria | 2  Exceeds Expectations | 1  Meets Expectations | 0  Does Not Meet Expectations | Score |
| --- | --- | --- | --- | --- |
| 1. Education | Strong level of expertise in ethnic studies and/or one or more of the four racialized groups as demonstrated through their doctorate and terminal degree, graduate level coursework, and continued post doctorate professional development | Some level of expertise in ethnic studies and/or one or more of the four racialized groups as demonstrated through their graduate level coursework but may not have a doctorate degree that has an emphasis or concentration in ethnic studies | Minimal to no expertise in ethnic studies and/or one or more of the four racialized groups as demonstrated through their graduate level coursework and may not have a relevant doctorate degree |  |
| 1. Scholarly Research, Professional Experience, and Creative Activities | Strong record of scholarly research, professional experience, creative activities, and/or commitment to professional associations in ethnic studies and/or focuses on one or more of the four racialized groups | Some scholarly research, professional experience, and/or creative activities in ethnic studies and/or focuses on one or more of the four racialized groups but may not always be their primary focus | Minimal to no scholarly research, professional experience, and/or creative activities in ethnic studies and/or focuses on one or more of the four racialized groups |  |
| 1. Teaching Experience *(\*\*Note: Teaching experience does not include professional development activities)* | Strong record of teaching experience delivering an ethnic studies course related to one or more of the four racialized groups | Some teaching experience delivering an ethnic studies course related to one or more of the four racialized groups but may not always be the primary courses that they teach | Minimal to no record of teaching experience delivering an ethnic studies course related to one or more of the four racialized groups |  |
| 1. Community Engagement and Service | Strong and sustained commitment of documented community engagement with, immersion in, or service to at least one of the four racialized groups | Some community engagement with, immersion in, or service to at least one of the four racialized groups, but may not have a sustained commitment | Minimal to no record of documented community engagement with, immersion in, or service to at least one of the four racialized groups |  |
| 1. Lived Experience | Evidence of lived phenomenological experience through direct or personal experience with (but not necessarily a member of) the racialized group(s) represented in the proposed course for cross listing (score = 1) | | No evidence of lived phenomenological experience through direct or personal experience with the racialized group(s) represented in the proposed course for cross listing |  |