

## Faculty Evaluation Rubric for GE Area F Cross-Listed Courses

### **For Faculty Interested in Teaching an Area F Course: \***

Per [Policy 1122](#), the Ethnic Studies Faculty Implementation Committee, the Ethnic and Women’s Studies Department Chair, and the GE Area F Coordinator will evaluate faculty interested in teaching an Area F course each semester the course is taught according to the four core criteria below. The criteria will be assessed through 1) a recommendation narrative from the Department Chair, 2) an abridged vita, and 3) a cover letter that demonstrates the connection between the applicant’s knowledge of Ethnic Studies in relation to educational training, scholarly research, professional experience and creative activities, teaching experience, and community engagement and service. For more information about this process, please see the Area F Proposal Process Checklist on CPP’s GE webpage: <https://www.cpp.edu/academic-programs/undergraduate-studies/area-f-checklist-0909221.pdf>

\* The steps for new faculty interested in teaching a cross-listed Area F course are the same for faculty who are seeking re-approval according to Policy 1122.

### **Rubric Scoring:**

Based on the materials submitted to ESFIC, EWS Department Chair, and GE Area F Coordinator, faculty will need a score of 1 or above in at least three of the four criteria.

Criteria	2 Exceeds Expectations	1 Meets Expectations	0 Does Not Meet Expectations	Score
1. Education	Applicant possesses or is pursuing a doctoral degree, terminal degree, and/or post-doctoral fellowship in Ethnic Studies or related disciplines (Cultural Studies, American Studies, etc.) in one or more of the four racialized groups from an accredited institution.	Applicant possesses undergraduate/graduate level work, an emphasis, or a concentration in Ethnic Studies and/or one or more of the four racialized groups but might not have a doctorate degree in Ethnic Studies.	Applicant has 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.	

Criteria	2 Exceeds Expectations	1 Meets Expectations	0 Does Not Meet Expectations	Score
2. Scholarly Research, Professional Experience, and Creative Activities	<p>Applicant has at least two scholarly activities that demonstrate a commitment to Ethnic Studies and focuses on one or more of the four racialized groups. Scholarly activities include:</p> <ul style="list-style-type: none"> <li>• Peer reviewed and/or refereed scholarly publications</li> <li>• Presentations and/or proceedings at professional conferences</li> <li>• Creative activities and/or practitioner-based publications recognized by relevant fields</li> <li>• Commitment to professional associations and/or interest groups related to Ethnic Studies and/or one or more of four racialized groups</li> <li>• The development of on-going research projects and/or research that is in-press.</li> </ul>	<p>Applicant has at least one scholarly activity that demonstrates an engagement with Ethnic Studies and focuses on one or more of the four racialized groups. Scholarly activities include:</p> <ul style="list-style-type: none"> <li>• Peer reviewed and/or refereed scholarly publications</li> <li>• Presentations and/or proceedings at professional conferences</li> <li>• Creative activities and/or practitioner-based publications recognized by relevant fields</li> <li>• Commitment to professional associations and/or interest groups related to Ethnic Studies and/or one or more of four racialized groups</li> <li>• The development of an on-going research project.</li> </ul>	<p>Applicant has no scholarly research, professional experience, and/or creative activities in Ethnic Studies and/or focuses on one or more of the four racialized groups.</p>	

Criteria	2 Exceeds Expectations	1 Meets Expectations	0 Does Not Meet Expectations	Score
3. Teaching Experience <i>(**Note: Teaching experience does not include professional development activities)</i>	Applicant has at least two years of teaching experience delivering an Ethnic Studies course related to one or more of the four racialized groups.	Applicant has at least one year of teaching experience delivering an Ethnic Studies course related to one or more of the four racialized groups.	Applicant has less than a year or no record of teaching experience delivering an Ethnic Studies course related to one or more of the four racialized groups.	
4. Community Engagement and Service	Applicant has at least two years with strong and sustained commitment of documented community engagement with, relationship building, or service to Ethnic Studies and at least one of the four racialized groups.	Applicant has at least one year of community engagement with, relationship building in, or service to Ethnic Studies and at least one of the four racialized groups.	Applicant has no record of documented community engagement with relationship building in, or service to Ethnic Studies and at least one of the four racialized groups.	