**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 |