### OBJECTIVE EXCELLENCE EVALUATION CRITERIA

(2019/2020 adapted from UBC Chemistry)

Each italicized heading below is an evaluation criterion. The points listed beneath each heading are only representative examples and there may be others. It is acknowledged that evaluation has a personalized, subjective component and each reviewer may weigh criteria differently.

In our evaluation, each criterion should be addressed for each candidate. Each candidate will be evaluated to be “exciting”, “yes”, “maybe” or “no” by each reviewer. These criteria will be used to (1) evaluate the initial applicant list, (2) present top files to the department for determining the list of candidates suitable for an interview, (3) evaluate the results of the interview and (4) select a hire.

* *Publications*- 1st / single author papers important  
  - should be in top journals as determined by discipline not impact factor
* *Research proposals  
  -*original / creative  
  *-*not contain any fatal flaws (e.g. not citing important related works)  
  *-*should be thinking beyond current fads  
  *-*realistic plan for growing research momentum (fundable)
* *Training/Skill*  
  *-*should be working at the leading edge of field, but not necessarily at big name groups  
  *-*candidate should have strong training in area of research  
  *-*there should be diversity and breadth in the area of research and the candidate’s skill sets  
  *-*research awards/scholarships/fellowships
* *Fortitude/Determination*  
  *-*exemplified by overcoming adversity, taking non-traditional routes  
  *-*under-represented groups often possess this characteristic, having made it this far in their careers
* *Teaching/Presentation*  
  *-*written and oral presentation of the work should be excellent  
  *-*ability to explain concepts during the interview is important demonstration of teaching excellence  
  *-*teaching experience, awards, training
* *Contributions to Equity, Diversity and Inclusion*- awareness  
  - action and impact  
  - future plans
* *Leadership/Departmental Service*  
  *-*demonstrated leadership skills in supervision of students  
  *-*governance / student societies / initiating collaborations
* *Letters of Reference  
  -*should be used to clarify qualities/illustrate impact of criteria listed above  
  *-*may clarify authorship details  
  *-*raise flags for unsuitability  
  *-*should not be used uniquely to determine promise of the candidate