**FACULTY of SCIENCE SAMPLE RUBRIC FOR REVIEWING JOB APPLICATIONS**

Candidate Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Canadian? Yes / No

Ph.D.  Field: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Underrep. Group? Yes / No

Ph.D Completion:  Yes: Year\_\_\_\_\_\_\_\_   No: Anticipated completion date\_\_\_\_\_\_\_

Employment: Tenure Track (include rank and location) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Post Doc (include location) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other (details and location) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Category | Notes + Score 1-5 (1-poor, 5-excellent) |
| **RESEARCH** |  |
| Evidence of active and excellent research:* Publications, conferences proceedings and presentations or other forms of dissemination.
* Grants or other funding including scholarships.
* Awards, special achievements.
 |     Score:   |
| Evidence of research that will advance the strength of the Department:  * Ability to expand the Department in the advertised area.
* Conducting research that will include and advance students and junior researchers.
* Influential, original, feasible research plan.
 |  Score:   |
| **TEACHING** |   |
| Evidence of depth+breadth of teaching/mentoring: * Ability to structure and give excellent talks.
* Experience or commitment to teaching, including service courses, in the advertised area.
* Experience or commitment to mentoring and supporting graduate and undergraduate students.
 |  Score:   |
| Evidence of innovative teaching practices: * Experience or commitment to teaching and engagement in best pedagogical practices in teaching, including diverse learners.
* Experience or commitment to designing new university courses.
* Teaching/TAing awards.
 |  Score:   |
| **SERVICE** |   |
| * Service to the University.
* Service to the profession.
* Leadership experience.
* Community engagement experience.
 |  Score:   |
| **COLLEGIALITY** |  |
| * Evidence of working in a collegial, collaborative or team environment.
* Evidence of contributing positively to departmental culture and helping to create a better learning/working environment for others.
* Evidence of working productively with diverse communities.
* Evidence of commitment to EDI.
 | Score:  |