**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: |