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| **Sample Applicant Screening Rubric** |
| Applicant Name: |
| **Variables** | **Rating**  | **Comments** |
| Quality of Cover Letter |  |  |
| Appropriateness of Educational Background  |  |  |
| Teaching Record |  |  |
| Evidence of Research and Publications  |  |  |
| Administrative Experience |  |  |
| Evidence of Commitment to Diversity and Social Justice |  |  |
| Evidence of Advising, Mentoring, and Research Direction  |  |  |
| **OVERALL RATING**(1 = very weak to 5 = very strong) |  |  |

Rating Scale:

1= Not addressed in application

2= Little or weak evidence in application

3= Satisfactory evidence in application

4= Above average evidence in application

5= Outstanding evidence in application