

EVALUATION TOOL FOR NEW FACULTY CANDIDATES (Dean Will Include in Recommendation to Provost)

Candidates Name:

Position Sought:

Department/Program Area:

CRITERION	RATING	WEIGHT	ADJUSTED RATING	COMMENTS
Evidence of/Potential for Teaching and Mentoring (University Core, specialized courses, engaged learning, etc.)				
Evidence of/Potential for Research/Creative Scholarship				
Demonstrated mentoring, pedagogy, recruitment, research on issues related to diversity, evidence of valuing equity				
Potential for Interdisciplinary Work				
Potential to be a Conscientious Member of the LUC community				
Understanding of and Appreciation for LUC Mission				
Fit with Department's/Unit's Priorities				
TOTAL		1.0	/4.0	

Excellent – 4; Very Good – 3; Average – 2; Poor – 1

Note: Weights must sum to 1.00 and be determined at the onset of the search - prior to candidate interviews. The seven criteria need not have equal weight. Multiply rating and weighting to attain adjusted rating. The total adjusted rating should not exceed 4.0.

EVALUATION TOOL FOR NEW FACULTY CANDIDATES

EXAMPLE

Candidates Name: Barbara Jones

Position Sought: Assistant Professor – Ethnic American Literature

Department/Program Area: English

CRITERION	RATING	WEIGHT	ADJUSTED RATING	COMMENTS
Evidence of/Potential for Teaching and Mentoring (University Core, specialized courses, engaged learning, etc.)	3	.3	.9	
Evidence of/Potential for Scholarship (Research/Creative)	4	.1	.4	
Demonstrated mentoring, pedagogy, recruitment, research on issues related to diversity, evidence of valuing equity	3	.2	.6	
Potential for Interdisciplinary Work	4	.1	.4	
Potential to be a Conscientious Member of the LUC community	4	.1	.4	
Understanding of and Appreciation for LUC Mission	4	.1	.4	
Fit with Department's/Unit's Priorities	4	.1	.4	
TOTAL		1.0	3.5/4.0	

Excellent – 4; Very Good – 3; Average – 2; Poor – 1

Note: Weights must sum to 1.00 and be determined at the onset of the search - prior to candidate interviews. The seven criteria need not have equal weight. Multiply rating and weighting to attain adjusted rating. The total adjusted rating should not exceed 4.0.