

**Evaluation Rubric**  
**Associate Vice Provost for Faculty Advancement**

Candidate: \_\_\_\_\_

Reviewer: \_\_\_\_\_

Please rate the candidate on each of the following criteria:	Excellent = 5	Good = 4	Average = 3	Fair = 2	Poor = 1
<p style="text-align: center;"><b>Leadership</b></p> <p>Collaborative; can lead peers and influence senior leaders; strong conflict resolution, mentoring, and coaching skills; respected presence on campus and in their professional field; can work across disciplines to achieve results</p>					
<p style="text-align: center;"><b>Record on diversity</b></p> <p>Leader in faculty recruitment and retention efforts; an ally or active player in social justice/equity work; evidence of broad involvement with diversity work on campus (with students, faculty/staff, or leadership); national presence in this arena</p>					
<p style="text-align: center;"><b>Research Productivity &amp; Scholarly Impact</b></p> <p>Evidence of scholarly productivity; quality of publications high; broad range of publications; intersectional research; research reputation</p>					
<p style="text-align: center;"><b>Funding</b></p> <p>Demonstrated ability to secure funding through research or grants/contracts; potential for renewable funding; ability/potential to partner with others for funding</p>					
<p style="text-align: center;"><b>Communication</b></p> <p>Evidence of strong advocacy and negotiation skills; communicates complex ideas well in verbal and written formats; ability to use data to inform decisions; ability to share data broadly and translate findings to multiple audiences</p>					

Please rate the candidate on each of the following criteria:	Excellent = 5	Good = 4	Average = 3	Fair = 2	Poor = 1
<p align="center"><b>Innovation</b></p> <p>Forward thinker; articulates compelling vision and approach; trendsetter in faculty recruitment and retention efforts</p>					
<p align="center"><b>Evidence of interdisciplinary work</b></p> <p>Partnership across disciplines (in teaching or research); connections outside of department through service or committee work</p>					
<p align="center"><b>Teaching/Mentoring Skills</b></p> <p>Addresses diversity in teaching; understands unconscious bias and creates equitable learning spaces</p>					
<p align="center"><b>Service/Community Engagement</b></p> <p>Serves on department committees; accepts opportunities to mentor and support students/peers; involved in campus life and activities; record of community engagement around social justice issues</p>					

