

Example 5: Rubric Description (Condensed)

Category	3 = High	2 = Medium	1 = Low
Research Quality	Clear, compelling vision for future work	Meets standards	Quality of work does not stand out. Below expectations
Research Productivity	Strong record of publications and funding	Publications or funding. Adequate record.	Limited output and evidence of pursuing external support.
Teaching	Well-developed philosophy; proven effectiveness or potential.	Some experience or potential.	Limited experience or unclear philosophy
Student Mentorship	Well-developed strategy; proven record of mentoring.	Some success mentoring student research or a well-developed strategy.	Limited experience; insufficiently developed strategy.
Alignment w/ Goals	Aligns with strategic goals; will teach courses in areas of curricular need.	Research may align with goals but teaching would not fill need.	Research and teaching program that does not align with goals.
Contributions to Dept.	Awareness of and has record of contributions; or shows potential.	Shows some awareness of issues that affect climate and is respectful of others.	Little/no awareness and provides insufficiently developed statement; not respectful of others.