

Sample Evaluation Rubric (should be revised based on discipline and rank)

The following statements describe behaviors for which the candidates have demonstrated or demonstrated potential. For each item, rate your level of agreement with each statement (1-4).	Unable to Judge (NA)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
Research or Creative Activity Capabilities (if required)					
Publishes research in peer-reviewed outlets (or as appropriate within the discipline)					
Demonstrates (or shows potential for) external funding to support research projects					
Has demonstrated/defined a programmatic line of research					
Demonstrates (or shows potential for) scholarly impact within the discipline					
Demonstrates (or shows potential for) research collaboration outside of disciplinary expertise					
The research agenda fits the department's priorities					
Involves and guides students within the research process					
Involves and guides students' creative endeavors and performances					
Teaching and Mentoring					
Demonstrates (or shows potential for) innovative and effective teaching methods					
Demonstrates (or shows potential for) ability to teach and advise/supervise undergraduate students					
Demonstrates (or shows potential for) ability to mentor and supervise/advise graduate students					
Demonstrates (or shows potential for) ability to develop graduate students into independent researchers					
Demonstrates (or shows potential for) ability to develop and teach undergraduate and/or graduate courses that fit with the department's priorities					
Demonstrates (or shows potential for) ability to adapt instructional content and pedagogy to meet the needs of UNT's global student body					
Fosters respect for all individuals they interact with, irrespective of their background					
Service to Institution, Discipline, and Institution					
Demonstrates a commitment to department service through prior work					
Demonstrates a commitment to institutional service through prior work					
Demonstrates a commitment to disciplinary service through prior work					
Notes:					

Overall Assessment: Evaluate the candidate's overall performance and future contribution potential as a faculty member at UNT. On a scale of 1-4 (with 1 being the lowest and 4 being the highest), please indicate the extent to which you recommend hiring this candidate by providing a point total below.

Numerical Rating: _____

Note: Committees may decide to convert this rubric to an Excel document with formulas to make scoring and tabulation easier.