**NinerTalent Evaluative Criteria Template**

Please use this template to indicate which evaluate criteria you would like to use for your upcoming recruitment in NinerTalent.

|  |  |  |  |
| --- | --- | --- | --- |
| **Position Number:**  |       | **Department / Work Unit:** |       |
| **Position Type:** | Faculty | **Contact Name:** |       |
| **Posting Title:** |       | **Date:** |       |

The list of Evaluative Questions currently available for use in NinerTalent is below. These questions can be used by the Search Committee to evaluate candidates in the system. The Initiator and Search Committee chair can see ALL Search Committee members’ evaluations but Search Committee members can only see their evaluations. Please provide the information requested below. Keep in mind that not all questions have to be used, nor do you have to assign a weight or points to each question. The Applicant Workflow State is the status at which you would like to evaluate the candidates on that particular question. You may choose different statuses for different questions.

| Diversity |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Diversity Initiatives | Rank the applicant on the demonstrated ability to contribute to diversity initiatives. |       | Choose an item. | Predefined Options: |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Education |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Highest Earned Degree | List the highest earned degree and discipline of degree. |  | Choose an item. | Open Ended |  |
| Choose an item. | Minimum educational requirements. | Applicant meets the minimum educational requirements. |       | Choose an item. | Predefined Options:  |  |
| Yes |       |
| No |       |
| Applicant is currently working towards minimum degree required. |       |

| Knowledge Base |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Other required requirements or licenses or experience. | Applicant meets the other required requirements or licenses or experience. |       | Choose an item. | Predefined Options: |  |
| Yes |       |
| No |       |
| Not Sure |       |

| Overall Ranking |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Applicant Overall Ranking | Assign the applicant an overall rating. |       | Choose an item. | Predefined Options: |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Publications |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Publication Record | Rate the applicant’s evidence of a publication record. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Research |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Academic Record | Rate the applicant’s achievement of a strong academic record. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Creative-based Scholarship | Rate the applicant’s demonstrated achievement in peer-reviewed creative activities presented in significant venues. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Partnerships / Research | Rank the applicant’s demonstrated outcomes in developing business or industry partnerships (e.g. economic development). |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Program of Research | Rate the applicant on his/her program of research in alignment with Departmental mission and goals (e.g. diversity). |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Research | Rate the applicant on demonstrated research.  |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Research or Creative Works Funding Total | Amount of secured research or creative works funding: |  | Choose an item. | Open Ended |  |
| Choose an item. | Research & Scholarship Achievement | Rate the applicant's demonstrated achievement in original research and scholarship. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Research Funding Source | List funding sources (e.g. Federal, State, Local, Foundation, Other, etc) secured as research or scholarly activities support. |  | Choose an item. | Open Ended |  |
| Choose an item. | Research Funding Success | Rate applicant’s record in securing extramural research funds. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Research Mentorship | Rank the applicant on scholarly activity mentorship with junior faculty and/or graduate students. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Scholarship |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Mentorship | Rate the applicant on scholarly activity mentorship with junior faculty and/or graduate students. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Service |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Community Engagement | Rank the applicant’s demonstrated outcomes involving social, cultural and/or economic community engagement activities. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Community Engagement | Rank the applicant on his/her program of service in alignment with Departmental mission and goals (e.g. diversity). |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Partnerships / Service | Rank the applicant’s demonstrated outcomes in developing social, cultural, and/or economic community partnership programs. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |

| Teaching |
| --- |
| Use Question? | Name | Question | Weight | Applicant Workflow State | Answer Type | Ranking Points |
| Choose an item. | Outcomes for quality teaching | Rate the applicant’s demonstrated outcomes involving quality teaching. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Teaching – Graduate Classes | Does the applicant have experience in graduate teaching? |       | Choose an item. | Predefined Options: |  |
| Yes |       |
| No |       |
| Not Sure |       |
| Choose an item. | Teaching – Graduate Classes | Rate the applicant’s teaching experience at the graduate level in relation to expectations of department/program. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Teaching – Individualized instruction | Rate the applicant’s teaching experience with individualized instruction. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Teaching – Integrating Technology | Rate the applicant’s demonstrated experience using technology to enhance teaching and learning. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. Choose an item. | Teaching - Undergraduate Classes | Does the applicant have experience in undergraduate teaching? |       | Choose an item. | Predefined Options: |  |
| Yes |       |
| No |       |
| Not Sure |       |
| Choose an item. | Teaching – Undergraduate Experience | Rank the applicant’s undergraduate level teaching experience in relation to expectations of department/program. |       | Choose an item. | Predefined Options |  |
| 0 = Not Qualified |       |
| 1 = Minimally Qualified |       |
| 2 = Competitive |       |
| 3 = Highly Competitive |       |
| Choose an item. | Teaching Area Emphasis | Is the applicant’s teaching area of emphasis appropriate for the position? |       | Choose an item. | Predefined Options: |  |
| Yes |       |
| No |       |
| Not Sure |       |