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| **Initial Application Screening/Review Rubric POSITION TITLE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**Professor, Environmental Policy **\_\_\_\_\_\_\_\_\_\_\_**  List each Required and Desired item from the job description on this form. Do not list the Essential Duties and Responsibilities. Add additional sections as needed to fit the number of list points needed.  All search committee members will evaluate each applicant using this form. Add additional sections as needed to fit the number of list points.  To be selected for the interview phase the applicant must meet all REQIUIRED job description attributes. The DESIRABLE attributes will then be used to determine which applicant has more than the required qualifications. | | | | | | | | | | | | | | | | | | | | | |
| **REQUIRED List Points from Job Description**  **Required:**  **Q = Qualified**  **N = Not Qualified**  **D = Unsure/Discuss** | **Candidates Name:** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |
| Ph.D. in any social science or public policy field. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| A demonstrated track record of research productivity. This could include a history of publishing, presenting at national and international conferences, and securing external funding. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| Knowledge in at least one of the following research areas is required - U.S., comparative, and/or international environmental policy, environmental or climate change governance, energy policy, heritage policy, or natural resource policy. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| Must have the knowledge, skills, and/or abilities necessary to teach courses on policy analysis and environmental policy for undergraduate and graduate students, to engage in productive research activities and collaborations, to build a successful active research program, and to engage in professional service for the Department, University, and external organizations. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
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| **Desirable List Points from Job Description**  **Desirable:**  **H = High**  **M = Medium**  **L = Low**  **D = Unsure/Discuss** | **Candidates Name:** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |
| Graduate-level training and expertise in climate change, environmental, and/or energy policy. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| Research or teaching experience in sustainability science or spatial methods (GIS). | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| Professional experience in public policy. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
| A proven record of teaching excellence. This could include experience teaching, incorporating innovative teaching strategies, technologies, or high-impact practices (HIPs), and/or fostering an inclusive learning environment. | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |
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| Additional Notes: | | | | | | | | | | | | | | | | | | | | | |
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