

## Example - Applicant Evaluation Tool

	5	4	3	2	1	
Performance Indicator	Applicant Assessment					
	Excellent	Good	Neutral	Fair	Poor	
RESEARCH 1: Evidence of research productivity	Strong discussion of importance and relevance of indicated research areas along with strong evidence of credentials (publications, presentations, awards and accolades)	Excellent and compelling discussion of importance and relevance of indicated research areas along with outstanding credentials (publications, presentations, awards and accolades)	Credentials in indicated area of interest including publications, presentations, and interesting future research	Written statement shows alignments with indicated areas of interest	No indication of research strengths or no alignment with indicated areas of interest	missing or insufficient information provided
RESEARCH 2: Evidence of strong foundations/background in relevant research field [computer, electrical, or power engineering, cybersecurity, AI/ML, computing education]	Author or co-author on numerous (6+) publications in well-respected venues, first author on numerous (3+) publications; outstanding, creative, and compelling ideas in research statement with high impact	Author or co-author on 4 or more publications in well-respected venues, first author on at least two publications, good creative ideas well positioned in the context of the larger research field.	Author or co-author on at least two publications, first author on at least one publication, good ideas in research statement that align with areas of interest	Author or co-author on at least one publication aligned with areas of interest	No indication of foundations/background in indicated areas of interest	missing or insufficient information provided
RESEARCH 3: Potential for scholarly impact, funded projects	One or more funded projects as PI, one or more additional projects as co-PI, additional proposals pending, OR highly compelling and creative ideas for potential projects with significant impact in research statement	One funded project as PI or co-PI, additional proposals pending, OR good ideas for potential projects with high impact in research statement	Participation in proposal writing as co-PI, OR good ideas for potential projects in research statement	Minor participation in funded/fundable research projects	No indication of future projects	missing or insufficient information provided
RESEARCH 4: Visionary perspective and creativity in relevant research field.	Potentially groundbreaking, creative, new research opportunities are described with highly impactful applications and funding potential.	Statements identify creative, new research opportunities with significant applications and impacts.	Statements demonstrate creativity and recognition of opportunity in research field.	Minimal vision of future research and impacts	Research materials are a replication of prior results.	missing or insufficient information provided
TEACHING 1: Evidence of teaching/outreach experience, interest, or passion	Significant classroom teaching/outreach experience with excellent student feedback; publishing of instructional modules/techniques/labs/etc.	Evidence of some classroom/outreach program teaching experience with good student feedback; some dissemination of instructional modules/techniques/labs/etc.	Evidence of classroom/outreach program teaching experience without student feedback or evidence of effectiveness.	Minimal evidence of teaching/outreach presentations/other, no student feedback.	No indication of participation in any teaching related activity.	missing or insufficient information provided
TEACHING 2: Given the applicant's level, potential to teach courses in core curriculum	Student-centered teaching philosophy with evidence of having developed a course or part of a course, with associated creative or compelling ideas in teaching statement for courses and curricula. Development of extracurricular programs, and participation in instructional skill building/student success efforts may also be considered.	Teaching statement shows evidence the candidate understands the critical role of pedagogy in student learning -- importance of engaging students in their learning is described. Development of outreach programs may also be considered.	Significant participation in course development, instructional delivery or good ideas in teaching statement.	Minor participation in course development, supplemental instruction in any venue or blasé ideas in teaching statement	No indication has thought about any teaching related activity.	missing or insufficient information provided
TEACHING 3: Potential to teach in new area(s) and/or create new courses [e.g. cybersecurity]	Well-written, thoughtful, and inspiring discussion of new areas and potential new courses. Analyzed course offerings at Tech and has communicated how their skills compliment our needs.	Well-written and thoughtful discussion of new areas and potential new courses. Evidence analyzed course offerings at Tech.	Expresses interest with some supporting details indicating the candidate has thought about options.	Expresses interest, but lacks details or evidence has thought about this	Mention, but no interest	missing or insufficient information provided
TEACHING/CHARACTER 1: Evidence of middle/high-school, undergraduate, or graduate student mentorship, interest, and/or passion.	Evidence of leadership and/or coordination of mentorship of multiple students along with evidence of deliberate guidance/passion and student recognition of quality/impact	Mentorship of multiple students along with evidence of deliberate guidance/passion and student recognition of quality/impact	Mentorship of multiple students along with evidence of deliberate guidance/passion	Mentorship of a single student/other without supporting details or indicators of deliberate guidance/passion	No indication of interest/experience	missing or insufficient information provided
CHARACTER 2: Potential to cultivate and retain diverse students (including women)	CRAFT: Candidate describes strategic efforts to create classrooms, research labs, or other environments within which all students, faculty, colleagues can excel.	ANALYZE/RELATE: Statement describes candidate's experience analyzing a situation or empathizing with another individual or group to become aware of exclusions for which they were previously unaware.	APPLY: Candidate has demonstrated prior activities in research, teaching, or service that has increased engagement and inclusion of diverse individuals.	IDENTIFY: Statement demonstrates awareness of a wide variety of student/staff/colleague identities.	No indication of strength	missing or insufficient information provided
RESEARCH/TEACHING/CHARACTER 3: Potential for collaboration	Extensive collaboration and coordination with others and across research fields evidenced by publications, presentations, and related joint accolades.	Multiple indicators of collaboration/coordination with others or in adjacent research fields including co-authorship on manuscripts, credit given in descriptions, and related.	Indicators of collaboration/coordination with others or in adjacent research fields including co-authorship on a manuscript, credit given in descriptions, etc.	Minor indications of collaboration/coordination with others.	No indication of collaboration or willingness to collaborate	missing or insufficient information provided