CRITERIA FOR SCORING

URM = AFRICAN-AMERICANS, LATIN(X)/HISPANICS, AND NATIVE AMERICANS

1

POOR OR NONE

- Vague or no statements about what they would do at UC Davis if hired. May feel doing so would be the responsibility of someone else.
- Describes only activities that are already the expectation of UC Davis faculty (mentoring, treating all students the same regardless of background, etc.).
- Indicates they would be happy to "help out" but seems to expect the University or department to invite or assign them to activities.
- Proposes teaching, mentoring, or research that only secondarily benefits URM students and does not indicate understanding of how underrepresented students have been excluded.

2

SUPERFICIAL

- Mentions plans or ideas but more is expected for their career stage. Plans or ideas lacking in detail or clear purpose (for example, if "outreach" is proposed, who is the specific target, what is the type of engagement, and what are the expected outcomes? What are the specific roles and responsibilities of the faculty member?)
- References activities already taking place at UC Davis in campus organizations and in the field, and how additional or new activities would advance URM equity and inclusion.

3

MODERATE OR GOOD

- Clear and detailed ideas for what existing programs they would get involved with and what new ideas they have for advancing equity and inclusion at UC Davis and within their field, through their research, teaching, and/or service. Level of proposed involvement commensurate with career level (for example, a new assistant professor may plan to undertake one major activity within the department over the first couple of years, conduct outreach to hire a diverse group of students to work in their lab, seek to mentor several underrepresented students, and co-chair a subcommittee or lead a workshop for a national conference. More established faculty member would be expected to have more department, campus-wide, and national impact, including leadership).
- Intends to be a strong advocate for URM diversity, equity and inclusion within the department/school/college and also their field.
- Addresses multiple areas of need (for example, classroom climate, the laboratory, conferences)
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