

Example Assessment Rubric

Score	Education & Experience	Excellent (10-9)	Good (8-7)	Neutral (6-5)	Fair (4-3)	Poor (2-1)
	<p>Formal education and career status</p> <p><i>for this line only, circle/bold definitions and enter corresponding score -----></i></p>	Associate Professor	Assistant Professor	PhD in hand (history or related field)	ABD with expected completion before start date	*Recent ABD or unlikely to finish, out of field (e.g., an Africanist, theological doc) - does not meet minimum qualifications
	<p>Potential for promising/innovative research agenda in pre-1877 US African American history (required) as well as in the history of Africa, Black Atlantic, or elsewhere in the diaspora (bonus)</p>					
	<p>Evidence of excellence in previous research in African American history, including peer-reviewed publications, grants/fellowships, honors and awards</p>					
	<p>Experience/ability to teach and advise/mentor graduate students in US African American history (required) and Black Atlantic, Africa, or elsewhere in the diaspora (bonus)</p>					
	<p>Experience/ability to contribute to career diversity for History graduate students (verstatile PhD)</p>					
	<p>Experience/ability to teach undergraduate courses on US African American history (required) and Black Atlantic, Africa, or elsewhere in the diaspora (bonus)</p>					

Experience/ability to employ high-impact educational practices common to TCU (service-learning, community engagement, integrative learning, Study Abroad)					
Demonstrated experience in or ability to contribute to institutional DEI at TCU , including contributions to CRES, AAAS, and effects on retention (see statement)					
Ability to provide mentorship and academic or career advising to students of underrepresented / underserved demographics ; Demonstrated knowledge of/service to the challenges faced by underrepresented/underserved students					

0	TOTAL	
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Additional Notes: