

Example Dean Assessment Rubric

Score	Education & Experience	Excellent (10-9)	Good (8-7)	Neutral (6-5)	Fair (4-3)	Poor (2-0)
	<p>*Formal education</p> <p><i>see definitions for this line only--></i></p>	Ph.D. or Ed.D. in educational field	Ph.D. / Ed.D. in related academic field: significant background & experience in education			
	evidence of experience sustaining and promoting programs and people to raise the status of colleges of Education or equivalent					
	evidence of a focused or programmatic line of research worthy of the rank of full professor in the College of Education at TCU					
	evidence of the ability to secure funding internally and externally for students, programs, and capital improvements while maintaining donor relations					
	evidence of implementing strategies, programs, etc. to create and support greater diversity and inclusion in undergraduate and graduate programs in colleges of education					
	evidence of university teaching experience in a field related to education worthy of the rank of full professor in the College of Education at TCU					
	evidence of leadership at levels which indicate relevant					

	experience for a deanship in a college of education					
	Knowledge, Skills & Abilities	Excellent (10-9)	Good (8-7)	Neutral (6-5)	Fair (4-3)	Poor (2-1)
	evidence of visionary and strategic thinking about colleges of education and how they fit into liberal arts university structures and decision making					
	evidence of advocacy for underrepresented and/or underserved students					
	evidence of valuing interdisciplinary collaborations within the college and university and building coalitions within the community					
	evidence of being a transparent decision-maker and effective delegator					
	evidence of effectively managing substantial financial and budgetary information and systems					
	evidence of ability to successfully communicate with constituents in both oral and written formats					
	evidence of ability to prioritize work and juggle multiple tasks for effective interaction with internal and external constituents					
	articulates a plan to advance DEI initiatives related to students, faculty, and staff as demonstrated by the DEI statement					

evidence of experience recruiting and supporting a diverse faculty and a diverse student population					
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TOTAL

Additional Notes:
