

# Criteria for Scoring Anonymized Statements from Faculty Candidates

## Diversity, Equity, and Inclusion

from faculty hiring protocols, Dept of MB&B, Yale Univ, Fall 2020

**Knowledge of DEI and commitment to promoting DEI:** Does the candidate demonstrate knowledge and awareness of DEI issues in higher education? Does the candidate address the importance of promoting DEI and convincingly express their commitment to doing so?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
DEI Knowledge	Clear knowledge of DEI issues; understands specific challenges faced by underrepresented minorities and consequences for higher education	Shows some understanding of challenges faced by underrepresented individuals; acknowledges importance of DEI	Only vaguely defines diversity in terms of different areas of study or nationalities but neglects race, ethnicity, gender etc.	No knowledge or awareness about DEI issues concerning gender, ethnicity, race, sexual orientation, disabilities, or cultural differences
DEI Commitment	Demonstrates strong interest in contributing to promoting DEI in teaching, research, and service; describes promoting DEI as a core value	Shows commitment to promoting DEI in some but not all categories (i.e. research but not teaching)	Vaguely states commitment without specifics	Not addressed or does not feel personal responsibility for helping to create an equitable and inclusive environment

**Past DEI experiences and activities:** How did the candidate previously interact with diverse groups? How has thinking about DEI influenced the candidates teaching, research, and service in the past? How specifically did the candidate contribute to promoting DEI?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
Past DEI activities	Sustained track-record of multiple efforts in promoting DEI, activities are described in depth with clear information on candidate's role in activities and their outcomes	Some evidence of past efforts but no clear track-record; limited participation in several DEI activities for short amount of time	Described few efforts in promoting DEI without much detail	Was not involved in activities that promote DEI

**Future DEI goals and plans:** Does the candidate have a concrete plan for promoting DEI in the future through teaching, service, and research? Is this plan reasonable? How does this plan fit into existing initiatives in MB&B or at Yale?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
Goals + Plans	Clear and detailed plan for promoting DEI through teaching, research, and service; describes also how these plans fit into existing activities in MB&B and at Yale	Clear and detailed plan for promoting DEI in some but not all the categories of teaching, research, and service	Candidate states goals or ideas for promoting DEI but does not address in detail how these will be achieved	No goals or plans for promoting DEI