

Criteria for Scoring Anonymized Statements from Faculty Candidates

Past Research Accomplishments

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

Scientific field and research questions within the field: Why is the scientific area/field studied important? What specific questions did the candidate set out to address? Are the questions fundamental to the field or incremental? Are the questions relevant to the larger scientific community?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
Field Definition	Clearly defines the field and articulates its importance to basic and/or applied understanding of biology.	Field definition and its importance is at times vague.	Vague	Not addressed
Research questions	Clearly articulates the question(s) they sought to answer and explains their fundamental importance to the field	Questions studied are justified as fundamental but at times poorly expressed or unconvincing	Justification for questions studied is vague	Not addressed

Candidate's contributions: How did the candidate contribute to the project (main driver, collaborator)? What challenges did the candidate face during the project? How did the candidate overcome these challenges?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
Contributions	Main intellectual and technical driver of the project	Significant intellectual or experimental contributions	Minor intellectual or experimental contributions	Not addressed
Challenges	Challenging project. Candidate was instrumental in overcoming project-related challenges.	Project somewhat challenging	Project not very challenging	Not addressed

Scientific advancements: What were the major findings resulting from the candidates work? How did these findings help advance the field? How did these findings impact related fields or the broader scientific community? What new questions arise from the candidate's work?

	3 (Exceptional)	2 (Solid)	1 (Weak)	0
Findings significance	Clearly articulates research findings and their significance.	Findings and/or their significance are, at times vague	Findings are vague and/ or not clearly related research questions	Not described