Demonstrated/ Potential Contributions to Diversity
UCSD Advanced Faculty Development Cluster Hire Steering Committee Rubric

*Please note: This rubric is used by the AFD Steering Committee to assess and document candidates continued commitment to working with Black students, families, and communities through research, teaching, and service.

The AFD Steering Committee initially uses the submitted application portfolios to assess the candidates' various alignments with the AFD cluster hire goals. The rubric is used a second time to further document the activities of candidates who are invited to campus.

Strong candidates for the AFD cluster hire positions are expected to receive marks in the *Excellent/Good* categories in **multiple, but not all,** of the stated indicators in the six areas.

	Excellent-Demonstrated Consistent Elements/ Strong Potential for Assistant Professors	Good-Demonstrated Elements/ Certainly Potential for Assistant Professors	Poor-No Demonstration of Elements/ Lacks Visibility of Potential as an Assistant Professor	Unable to Judge Candidate has not had the opportunity to engage at this level or under certain circumstances
1. KNOWLEDGE OF DIVERSITY/EQUITY/ECONOMIC, SOCIAL, HEALTH, OUTCOMES Understanding the relationship(s) between STEM, individual and group outcomes, and the experiences of Black people				
Knowledge of demographics, outcomes, issues of equity and access in one's field of expertise				
Comfort discussing diversity-related issues (including distinctions and connections between diversity, equity, and inclusion) -in a job talk, one-on-one meetings, with students, staff, and faculty				
Understands the challenges faced by underrepresented individuals, and the need for all students and faculty to				

work to identify and eliminate barriers to their full and equitable participation and advancement			
Discusses diversity, equity, and inclusion as core values that every faculty member should actively contribute to advancing equity			
2. TEACHING **Instruction, curriculum, mentoring, student committee service, student advocacy**			
Courses taught teaching			
Inclusion of issues of diversity/inequity/disparate outcomes in syllabi or course materials			
Attempted use of effective strategies for the educational advancement of students in various under-represented groups			
Mentoring and advising of URM undergraduate students			
Mentoring and advising of URM graduate students			
Service on students' committees (thesis and doctoral)			
Student Advocacy through recommendations and shared information			

3. RESEARCH AND SCHOLARSHIP Research, publications, presentations, conference attendance; inclusion of URM students, financial support for URM students			
Scholarship with the inclusion of issues of access/equity/outcomes in scholarship			
Scholarship designed to remove barriers and to increase participation or eliminate social, economic, and/or health disparities of URM families			
Financial support for URM students			
Publishing/presenting/professional engagement with URM students			
Employment of URM students			
4. PROFESSIONAL ACTIVITY Professional organizations such as National Society of Black Engineers; program coordinator for speaker events or series supporting issues of equity and inclusion; participation in events focused on equity and inclusion; program development within professional organizations			
Presentations/speaker events focused on issues of equity/diversity/outcomes			
Participation on Professional Committees focused on equity/access			
Participation in professional programs focused on equity/access			

5. UNIVERSITY SERVICE Committee work; program coordinator for speaker events or series; participation in events focused on equity and inclusion; program development			
Department Service			
University Service			
6. COMMUNITY SERVICE Organizations focused on community and family engagement and social justice (Community service organizations, volunteer opportunities, community advocacy, leadership in houses of worship; organizations focused on empowering African American and Black Diasporic families and communities			
Work with URM communities through partnerships and collaborative relationships			
Volunteer in URM communities and/or families			
Sustained work with non-profits and organizations focused on equity/access/outcomes for URM communities (volunteer or partnership)			