**Rubric Guidance**: The typical candidate is likely to receive 3 points per domain below (9 total); the highest point categories should be reserved for those demonstrating substantial commitment to promoting DEI – not all criteria within any category must be met, choose the category that fits best.

**Knowledge about Diversity, Equity, and Inclusion**

*Awareness of inequities in academia faced by historically under-represented or disadvantaged groups.*

**4-5**

**1-2**

**3**

|  |  |  |
| --- | --- | --- |
|  |  |  |

**Track Record of Advancing Diversity, Equity, and Inclusion**

*Demonstrates success in mentoring, teaching or outreach aiming to reduce barriers for under-represented or disadvantaged groups.*

|  |  |  |
| --- | --- | --- |
| **1-2** | **3** | **4-5** |

**Plans for Advancing Diversity, Equity, and Inclusion**

*Specific plans to contribute through campus programs, new activities, or through national or off-campus organizations.*

**3**

|  |  |  |
| --- | --- | --- |
| **1-2** |  | **4-5** |