

## **FACULTY SEARCH CRITERIA (DRAFT)**

Below is a list of possible criteria for faculty searches. Different types and levels of searches will emphasize different criteria. Selection committees will need to determine the relevant criteria and their weights before serious review of applicant files. An early and thorough discussion of criteria by the committee will help to avoid “constructed criteria”, that is, criteria chosen to fit specific applicant files<sup>1</sup>.

The list below should assist the committee in thinking carefully about the full range of criteria. It is not intended to be comprehensive, and suggestions or additions are welcome.

### **Level of the position:**

- Minimum degree required
- Experience required (e.g. postdoctoral experience, previous faculty or teaching experience)
- Level of appointment (tenure track, tenured, other)

### **Research:**

- Research area(s)
- Quality of research publications - identify journals or other media of high quality
- Quantity of research publications - appropriate to the field and seniority of the candidate
- Invited papers, talks at high profile conferences or other institutions
- Books, book chapters
- Other (peer-recognized) scholarly contributions: lecture series, performances, expository work, influential online materials
- Ability to attract substantial funding, (define appropriate range according to area)
- Service or leadership in the research community
- Recognition in the research community
- Inter- or cross- disciplinary work: ensure appropriate evaluation
- Leading a research group

### **Teaching:**

- Successful or high quality teaching (depending on level)
- Evidence of strong engagement/interest from students in courses
- Ability to lead curriculum reform, develop new curriculum
- Supervision of junior researchers
- Inter- or cross-disciplinary teaching
- Experience/interest in online or flexible learning

- Other creative contributions to teaching/learning
- Connection with various areas of UBC or Faculty strategic initiatives: Aboriginal education, international students, professional programs, etc.

### **Diversity:**

- Diversifying demographics of the department or Faculty
- Ability to interact productively with diverse communities
- Contributing to diverse perspectives, diverse recruitment of students, staff, and faculty
- Ability to bring diverse groups together, connect with diverse groups
- Scholarly expertise in areas related to diversity, equity, inclusion

### **Leadership/Service:**

- Service or leadership in the department or University
- Running large research group or large team teaching efforts
- Administration or coordination of projects
- Development/leadership of centre, institute, network, etc
- Contributions to broader efforts, teamwork or team player

### **Other strategic areas** (varying with the type of position)

- Industrial, private, or public sector experience or connections
- Community based research or educational programs
- Specific type of leadership experience
- Scholarship of teaching/learning
- Supporting or complementing existing strengths in the department
- Successful graduate/postdoctoral recruitment (internationally)
- Other department/Faculty specified priorities, alignment with Faculty strategic plan

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<sup>i</sup> Uhlmann, E., Cohen GL, "Constructed criteria: redefining merit to justify discrimination", *Psychol Sci.* 2005 Jun; 16 (6):474-80.