

**2019-2020 Diversity Application Question and Evaluation Rubric for Full-time Faculty Positions**

**DIVERSITY STATEMENT** (see "Supplemental Questions" section of application)

Prompt: Please reflect on *two* or *three* examples of how you have or would create, modify, and/or perform one or more of the following to meet the needs of a diverse student population: (1) curricula; (2) learning activities; (3) teaching/counseling practices; (4) library reference services or collection development; (5) literary efforts (e.g., original scholarly works); or (6) budgetary or planning processes.

RUBRIC	<input type="checkbox"/> <b>No or Minimal Evidence (0)</b>	<input type="checkbox"/> <b>Partial Evidence (1)</b>	<input type="checkbox"/> <b>Complete Evidence (3)</b>
<b>Behavior and knowledge related to college's goals for diversity, equity, and inclusion</b>	Candidate only provides one or less examples. Candidate does not demonstrate an awareness of skills necessary to contribute to fulfilling the college's goals for diversity, equity, and inclusion.	Candidate only provides one or two examples. Candidate shows an awareness of skills necessary to contribute to fulfilling the college's goals for diversity, equity and inclusion.  AND/OR Candidate shows a readiness for skills necessary to contribute to fulfilling the college's goals for diversity, equity and inclusion.	Candidate gives two or three concrete examples of times when they used skills or how they would use skills that would be necessary to fulfill the college's goals for diversity, equity and inclusion. For each example, the candidate includes reflections on why the changes were made or would be made.