American Association of Hispanics in Higher Education, Inc.

AAHHE FACULTY FELLOWS PROGRAM - APPLICATION EVALUATION RUBRIC

	1 (Unsatisfactory)	2 (Limited)	3 (Satisfactory)	4 (Strong)	5 (Outstanding)	Score
Statement of Interest	❏ Answers 1 or none of the application questions. ❏ Does not demonstrate a need for the FFP. ❏ Does not align future career goals with the mission and values of AAHHE or the goals of the FFP. ❏ Does not express interest or experience in contributing to a cohort of colleagues and the AAHHE community. ❏ Does not express a desire to give back to their field of study upon receiving tenure and promotion.	❏ Answers some of the application questions. ❏ Demonstrates minimal need for the FFP. ❏ Vaguely aligns future career goals with the mission and values of AAHHE and the goals of the FFP. ❏ Expresses minimal interest or experience in contributing to a cohort of colleagues and the AAHHE community. ❏ Expresses a minimal desire to give back to their field of study upon receiving tenure and promotion.	❏ Answers all but 1 of the application questions. ❏ Demonstrates some need for the FFP. ❏ Aligns future career goals with the mission and values of AAHHE and the goals of the FFP. ❏ Expresses interest or experience in contributing to a cohort of colleagues and the AAHHE community. ❏ Expresses a desire to give back to their field of study upon receiving tenure and promotion.	❏ Answers all application questions in a well written statement. ❏ Demonstrates a strong need for the FFP. ❏ Strong alignment of future career goals with the mission and values of AAHHE and the goals of the FFP. ❏ Expresses a strong interest or experience in contributing to a cohort of colleagues and the AAHHE community. ❏ Expresses strong desire to give back to their field of study upon receiving tenure and promotion.	❏ Answers all application questions thoroughly in an exemplary and polished statement. ❏ Demonstrates a compelling and explicit need for the FFP. ❏ Outstanding alignment of future career goals with the mission and values of AAHHE and the goals of the FFP. ❏ Expresses a compelling interest and experience in contributing to a cohort of colleagues and the AAHHE community. ❏ Expresses a strong desire to give back to their field of study upon receiving tenure and promotion AND demonstrates a record of commitment to Latina/o/x communities.	
Research Topic Statement	❏ Statement is missing.	❏ Statement vaguely describes research topic.	❏ Statement adequately describes research topic.	❏ Statement strongly describes research topic.	❏ Statement clearly describes research topic and contribution to their field/discipline.	

AAHHE FFP Application Review Rubric

CV	❑ Does not demonstrate a record of service and leadership to their profession or community. ❑ Does not show a record or agenda of publications/scholarly presentations. ❑ Does not demonstrate evidence of advising students or community members. ❑ Does not demonstrate involvement in professional organizations. ❑ Does not demonstrate a need for the FFP, illustrated by an outstanding record of awards and fe/mentorship opportunities.	❑ Demonstrates a minimal record of service and leadership to their profession or community. ❑ Demonstrates a limited record or agenda of publications/scholarly presentations. ❑ Demonstrates limited evidence of advising students or community members. ❑ Demonstrates limited involvement in professional organizations. ❑ Demonstrates limited need for the FFP, illustrated by a strong record of awards and fe/mentorship opportunities.	❑ Demonstrates a satisfactory record of service and leadership to their profession or community. ❑ Demonstrates a satisfactory record or agenda of publications/scholarly presentations. ❑ Demonstrates some evidence of advising students or community members. ❑ Demonstrates some involvement in professional organizations. ❑ Demonstrates some need for the FFP, illustrated by a satisfactory record of awards and fe/mentorship opportunities.	❑ Demonstrates a strong record of service and leadership to their profession or community. ❑ Demonstrates a strong record or agenda of publications/scholarly presentations. ❑ Demonstrates strong evidence of advising students or community members. ❑ Demonstrates strong involvement in professional organizations. ❑ Demonstrates a strong need for the FFP, illustrated by a limited record of awards and fe/mentorship opportunities.	❑ Demonstrates an outstanding record of service and leadership to their profession or community. ❑ Demonstrates an outstanding record or agenda of publications/scholarly presentations. ❑ Demonstrates outstanding evidence of advising students or community members. ❑ Demonstrates outstanding involvement in professional organizations. ❑ Demonstrates an explicit need for the FFP, illustrated by a limited record of awards and fe/mentorship opportunities.	
Letter of Support	❑ Does not communicate that the candidate has a need for the FFP. ❑ Does not describe a professional or scholarly relationship with the applicant. ❑ Does not align with the content in the letter of interest, research topic statement, or CV.	❑ Communicates that the candidate has a limited need for the FFP. ❑ Describes a limited professional or scholarly relationship with the applicant. ❑ Minimal alignment with the content in the letter of interest, research topic statement, and CV.	❑ Communicates that the candidate has a need for the FFP. ❑ Describes a professional or scholarly relationship with the applicant. ❑ Some alignment with the content in the letter of interest, research topic statement, and CV.	❑ Communicates that the candidate has a strong need for the FFP. ❑ Describes a strong professional or scholarly relationship with the applicant. ❑ Evidence of strong alignment with the content in the letter of interest, research topic statement, and CV.	❑ Communicates that the candidate has an outstanding and explicit need for the FFP. ❑ Describes an outstanding professional or scholarly relationship with the applicant. ❑ Outstanding alignment with the content in the letter of interest, research topic statement, and CV.	

Scoring Assessment & Recommended Action

Average Scores	Recommended Action
Between 1-2 in four categories	Not recommended
Between 3-4 in four categories	Recommended
Between 4-5 in four categories	Strongly recommended

Revised 2021