

**CNST Faculty Recruitment – FY21-016/017**

	4 - Excellent	3 - Good	2 - Neutral	1- Poor	0 – Not found / Not relevant
Teaching Experience	Multiple courses taught in undergraduate level; some graduate level teaching; Receives good feedbacks for teaching efforts; Taught at multiple levels OR multiple modalities; Developed a course in their areas.	Multiple courses taught in undergraduate level; Receives good feedbacks for teaching efforts. OR conducted educational training for professional society or industry organization.	Taught at least one course independently either in undergraduate or graduate level. OR conducted some educational training or course for professional society or industry organization.	Teaching assistant experience; managed grading; provided support Also, guest taught some class meetings, managed tutorial sections. OR has presented at various professional or industry conferences	No teaching experience mentioned in the package.
Industrial Experience	Over five years verifiable working experience in reputable companies; duties are within construction management scope; familiar with regulations in US	Over three years verifiable working experience in construction companies; duties are related to construction management; familiar with regulations in US	Over two years working experience in construction or civil related companies; duties are in civil engineering but no construction management; international projects and no chance to get familiar with US regulations	Interns; or research collaboration with industrial companies; or provided support	No industrial experience found in the package.
Research Experience /Potential	PhD obtained before August 2021; Research focused on primary CNST topics – construction materials, scheduling, estimation, bidding, risk management, legal aspects, heavy civil, surveying, BIM, HVAC systems, etc.. Multiple publications OR at least one journal publication in high-level journals; Two or more under review.	PhD obtained before August 2021; Research focused on primary CNST topics – construction materials, scheduling, estimation, bidding, risk management, legal aspects, heavy civil, surveying, BIM, HVAC systems, etc. Many conference presentations; One journal article;	PhD obtained before August 2021; Research focused on primary CNST topics – construction materials, scheduling, estimation, bidding, risk management, legal aspects, heavy civil, surveying, BIM, HVAC systems, etc. Many conference presentations; Journal article(s) under review.	PhD obtained before August 2021; Research focused on primary CNST topics – construction materials, scheduling, estimation, bidding, risk management, legal aspects, heavy civil, surveying, BIM, HVAC systems, etc. Some conference presentations.	PhD obtained before August 2021; Research focuses are not related to primary CNST topics – construction materials, scheduling, estimation, bidding, risk management, legal aspects, heavy civil, surveying, BIM, HVAC systems, etc..
Leadership (FY21_017 only)	Have experience in being a committee chair, program director/coordinator.	Having experience in being a supervisor, program coordinator, journal editor, or other professional leadership positions held	Demonstrated experience in being a leader in other fields, such as student organizations, groups, social/networking events, etc..	Leadership potentials found from other experience in the application packages	Not found
Service	Demonstrated consistent commitments to professional service (e.g. mentoring, journal reviewer, depart. events, professional organization officer, student clubs/organizations, etc. )	Held membership and keep serving in a few professional organizations	Having a few short-term service commitments	Service commitments potentials found from other experience in the application packages	Not found
Fit for needs	Research in CNST areas; Teaching experience in CNST areas. Research collaboration possibilities with our faculty; Professional/Industry/ consulting experience;	PhD and research in CNST; Teaching experience in CNST. Research collaboration possibilities with our faculty;	PhD and research in CNST; Some teaching or teaching interest in CNST areas.	PhD and research in other civil related fields; No teaching in CNST area.	PhD and research only in tangentially CNST related fields; AND No teaching in CNST area.
Overall Impression (Grade)	Yes!! I am looking forward to talking to the candidate.	Yes, I would like to explore the possibilities.	Maybe – has potential; worth spending 20 minutes	Hmm...only if we need to.	No, no...doesn't fit