

## Theater Position Applicant Rubric

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Quality of Cover Letter	Well organized; succinct; provides excellent overview of candidate; evidence that candidate has researched SIUE and program—letter is personalized for this posting; I am enthusiastic about reading the rest!!	Well organized; succinct; provides good overview of candidate; I am interested in reading more about this candidate	Well organized; succinct; provides overview of candidate	Organization and grammar issues; letter is brief and doesn't provide overview of candidate	Grammatical errors—This writing is problematic. Should I read the rest of this application?
Appropriateness Of Educational Background	Has an MFA in Acting and/or Directing	Has an MFA in a related Theater field (e.g. Theater Education; Performance Pedagogy; Theater Management)	Has a Master's Degree in Theater with an emphasis in Acting, Directing and/or Theater Education	Has a Master's Degree in a more closely related field (e.g. Theater History or Theory & Criticism)	Has a Master's Degree in a related field (e.g. English/ Dramatic Literature)
Teaching Experience	Multiple courses taught in undergraduate level; some graduate level teaching; Receives good feedback for teaching efforts; Taught at multiple levels OR multiple modalities; Developed a course in their area.	Multiple courses taught in undergraduate level; Receives good feedback for teaching efforts.	Taught at least one course independently either in undergraduate or graduate level.	Teaching assistant experience; managed grading; provided support Also, guest taught some class meetings; managed tutorial sections.	Teaching assistant experience; managed grading; provided support.
Teaching philosophy	Clear learning vs. teaching focus; Multiple approaches provided to reach students discussed in relationship to student learning; Improvement-focused use of student feedback about student learning; Clear teacher-scholar focus;	More of a learning vs. teaching focus; Multiple approaches provided to reach students; Improvement-focused use of student feedback about experiences;	More of a learning vs. teaching focus; Multiple approaches provided to reach students;	Teaching-focused statement; ties to teaching experiences; Little or no reference to student learning;	Statement presents courses taught with little explanation of approaches and feedback.

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Professional Acting/Directing/Scholarly Experience	Notable experience with professional artists and/or producing institutions of national or international reputation.	Substantial experience with professional artists and/or producing institutions of regional or local reputation	Some experience with professional artists and/or producing institutions of regional reputation	Substantial experience with amateur or educational theater artists and/or producing institutions.	Minimal experience with amateur or educational theater artists and/or producing institutions
Evidence of Commitment to Diversity and Social Justice	Significant evidence of a career that has centered issues of diversity and social justice as seen in academic work, chosen artistic projects, and / or community focused work.	Considerable evidence of a career that has centered issues of diversity and social justice as seen in academic work, chosen artistic projects, and / or community focused work.	Moderate work connected to diversity and inclusion issues evidenced in artistic, academic and / or community work.	Minimal commitment to diversity and inclusion demonstrated in career.	No evidence of work connected to diversity and inclusion issues.
Evidence of Advising and Mentoring	Substantial experience in academic and career advising to students at the undergraduate or graduate level. Demonstrates success in mentoring a play or other theatrical production with a professional company. Has outstanding feedback from mentees.	Experience in either academic or career advising to students at the undergraduate or graduate level. Demonstrates success in mentoring a play or other theatrical production with a non-professional company.	Experience in either academic or career advising OR mentoring a production.	Minimal experience with advising or mentoring.	Little to no experience in advising or mentoring.
Overall Impression	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