

Research Faculty Scoring Matrix

Category	Rubric Criteria	Score	Check One for Each Category
Technical Research Knowledge	Basic research knowledge, applicable to a broad range of tasks	1	☐
	Solid understanding, applicable to specific tasks within their research domain	2	☐
	For their experience and rank, they demonstrate deep understanding, applicable to complex tasks within their research domain	3	☐
	For their experience and rank, they demonstrate expert-level understanding, applicable to leading research and/or research activities	4	☐
Specialized Research Expertise	Basic skills easily transferrable skills, applicable to various areas	1	☐
	Skills specific to the research/scholarly area, with potential for transfer to related areas	2	☐
	For their experience and rank, they have advanced skills specific to research/scholarship, not easily transferable	3	☐
	For their experience and rank, they have expert-level skills specific to the research/scholarly area, with significant impact on project deliverables and/or thought leadership	4	☐
Leadership (Non-PI) on Internal or External project(s) OR Primary Instructor of Record in Discipline-Specific Courses in Area of Research Expertise	Provides basic support in sponsor communication and outreach	1	☐
	Actively participates in sponsor meetings and discussions	2	☐
	Plays a significant role in developing and maintaining sponsor relationships	3	☐
	For their experience and rank, they take initiative and leadership in sponsor engagement activities and internal projects OR they are/were a primary instructor of record within the past 5 years for discipline-specific courses in area of research expertise	4	☐
Thought Leadership in their Scholarly or Research Field; or Devising Research Strategy	Follows established protocols and implements existing strategies	1	☐
	Provides input in developing strategies	2	☐
	Offers innovative ideas and actively shapes direction	3	☐
	Takes primary responsibility for formulating and communicating strategies	4	☐
Directing Complex/Technical Projects or Efforts	Follows instructions and completes assigned tasks independently	1	☐
	Assists in research tasks and contributes to team dynamics	2	☐
	Leads specific tasks and provides guidance to team members; provides instruction to other research team members	3	☐
	Oversees the overall process and manages teams; provides instruction to other research team members	4	☐
Executing Research Work	Performs routine tasks under close supervision OR not applicable.	1	☐
	Applies skills to complete assigned tasks under general guidance	2	☐
	Independently conducts tasks and contributes to complex project deliverables	3	☐
	Develops and implements methodologies, leading the execution of project tasks	4	☐

TOTAL SCORE: