Industrial/Organizational Position-Search Matrix: 2004-2005

_____ _____

(Applicant's/Candidate's Name) (Committee Member Initials)

Step 1: MINIMUM REQUIREMENTS FOR APPLICANTS (Circle "yes" or "no" for each criterion)

a. A Ph.D. or ABD. in Psychology

Yes ⇓ No ----------> Out

b. College/University Teaching Experience No ----------> Out

Yes ⇓

c. Teaching Interests in Industrial/Organizational No ----------> Out

Yes ⇓

d. Scholarly Interests in Industrial/Organizational No ----------> Out

Yes ⇓

CANDIDATES FOR WHOM "YES" is CIRCLED on criteria "a," "b" "c" and "d" have met the minimum criteria and are legally considered to be in the Initial Pool of qualified applicants (Procedural Note: 2 members of the screening committee must answer yes to the "a," "b" "c" and "d" criteria for the applicant to be in the Initial Pool and 3 members of the screening committee must answer no to the "a," "b" "c" and "d" criteria for the applicant to be out of the Initial Pool.)

_____ _____

(Applicant's/Candidate's Name) (Committee Member Initials)

Step 2: SEND INITIAL POOL OF APPLICANTS TO AFFIRMATIVE ACTION OFFICE FOR CERTIFICATION. Once The applicant pool is certified go to STEP 3 for REVIEW OF PREFERRED CRITERIA.
Step 3: EVALUATE ACCORDING TO FOLLOWING PREFERRED CRITERIA.

3-a. Industrial /Organizational Position: Teaching Evaluation Guidelines

Category	0 = Unacceptable	1 = Average	2 = Good	3 = Outstanding
Preferred Courses: Industrial/Organizational, and Personnel Psychology	No experience with teaching preferred courses	Teaching experience with preferred course(s) such as TA, guest lecturing, assisting in lab(s)	Taught one preferred course in Industrial/Organizational Psychology	Taught two or more preferred courses in Industrial/Organizational Psychology
Other Preferred I/O Courses:: Consumer Psychology, Human Factors, Engineering Psychology	No experience with teaching other preferred courses	Teaching experience with other preferred course(s) such as TA, guest lecturing, assisting in lab(s)	Taught one other preferred course	Taught two or more other preferred courses
Non-preferred Psychology Courses	No experience with teaching non-preferred psychology courses	Experience with teaching non-preferred psychology courses such as TA, guest lecturing, assisting in labs	Taught one non-preferred psychology course	Taught two or more non-preferred psychology courses
Quality of Teaching	Teaching described by references and/or student evaluations as merely adequate	Teaching described by references and/or student evaluations as good	Teaching described by references and/or student evaluations as very good	Teaching described by references and/or student evaluations as excellent and/or award-winning
Commitment to Teaching	No evidence of teaching philosophy in application	Average description of teaching philosophy; statement is adequate but contains no evidence of excitement about teaching	Teaching philosophy clearly articulated with evidence of excitement about teaching	Teaching philosophy fully articulated with convincing evidence of excitement in teaching and commitment to students

Category	0 = Unacceptable	1 = Average	2 = Good	3 = Outstanding
Willingness to participate in instructional technology (alternative delivery such as web-based or televised courses)	No evidence of willingness to participate in technological course delivery	No previous experience but evidence of willingness to participate in web-based or televised courses	Formal training in the technological delivery of courses	Actual teaching experience in the technological delivery of courses
Willingness to help fulfill the Dept.'s broad university course commitments (e.g., liberal studies, Honor's Program courses, etc.)	No evidence of willingness to help fulfill the Dept.'s broad university course commitments	Evidence of interest in helping to fulfill the Dept.'s broad university course commitments	Evidence of having taught or helped teach a liberal studies, freshman colloquium or Honor's course	Surpasses Criteria for Good category (qualitatively and/or quantitatively)
Willingness to supervise undergraduate and graduate students in research and to advise undergraduate and graduate students	No evidence of willingness to supervise research or to advise undergraduate and graduate students	Evidence of willingness to supervise research or to advise undergraduate and graduate students	Evidence of having supervised undergraduates in research or evidence of having advised undergraduate or graduate students	Surpasses Criteria for Good Category (qualitatively and/or quantitatively)
Commitment to teaching and working with a culturally and ethnically diverse student and/or university community	No evidence of teaching and working with a culturally and ethnically diverse student and /or university community	Evidence of teaching and working with a culturally and ethnically diverse student and/or university community	Evidence of actively working with a culturally and ethnically diverse student and/or university community	Evidence of having taught multicultural content in courses or official recognition of excellence in multicultural teaching/mentorship

3-b. Industrial/Organizational Position Search: Research Evaluation Guidelines

Category	0 = Unacceptable	1 = Average	2 = Good	3 = Outstanding
Industrial/Organizational , and Personnel Psychology Research	Research not related to Industrial/Organizational Psychology	Research is slightly related to (but not focused on) Industrial/Organizational Psychology	Research is mostly related to Industrial/Organizational Psychology	Research is wholly within the field of Industrial/Organizational Psychology
Quality of Research	Research described by references as merely adequate	Research described by references as good. Publications in minor journals in Industrial/Organizational Psychology (See attached lists)	Research described by references as very good. Publications in middle tier journals. (See attached lists)	Research described by references as excellent - cutting edge. Publications in top journals (See attached lists)
Commitment to Research	No evidence of research program and future direction in letter of application. As described, the applicant's research program is incomplete, inconsistent and/or unrealistic.	As described, research program is complete, logical, and practical but lacking in future direction.	As described, research program is complete, logical, and practical and future direction of research is outlined in a realistic manner	As described research surpasses Good Category Criteria and appears to be feasible at NAU
Multicultural experience	No mention of multicultural experience in research	Mention of interest in possible use of multicultural subject pools or possible future multicultural focus of research	Demonstrates previous use of multicultural participant pools or previous multicultural focus of research	Main focus of research is multicultural, using multicultural participant pools

Step 4: EVALUATE LETTER OF APPLICATION, CURRICULUM VITAE, PERSONAL STATEMENTS, TRANSCRIPTS AND REFERENCES ACCORDING TO THE FOLLOWING CRITERIA

4-a. Calculate Matrix Score for Teaching (using evaluations made in 3-a)

Quality of Teaching	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Commitment to Teaching	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Preferred Industrial, Organizational And Personnel Psychology	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Other Preferred Courses: Human Factors Consumer Psychology & Engineering Psychology	0=Unacceptable	1=Average	2=Good	3=Outstanding (x2) = _____
Non-Preferred Courses	0=Unacceptable	1=Average	2=Good	3=Outstanding (x1) = _____
Alternative Technology Willingness	0=Unacceptable	1=Average	2=Good	3=Outstanding (x1) = _____
Willingness to fulfill Univ. course commit	0=Unacceptable	1=Average	2=Good	3=Outstanding (x1) = _____
Willingness to supervise & advise students	0=Unacceptable	1=Average	2=Good	3=Outstanding (x1) = _____
Commitment to Diverse Community (Students and University)	0=Unacceptable	1=Average	2=Good	3=Outstanding (x2) = _____

Teaching Total _____
(maximum pts. = 51)

4-b. Calculate Matrix Score for Research (using evaluations made in 3-b)

Industrial/Organizational	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Quality of Research	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Commitment to research	0=Unacceptable	1=Average	2=Good	3=Outstanding (x3) = _____
Multicultural experience	0=Unacceptable	1=Average	2=Good	3=Outstanding (x1) = _____

Research Total _____
(maximum pts. = 30)

Step 5: CALCULATE TOTAL MATRIX SCORE (using 4-a and 4-b)

(Teaching Total from 4a) + (Research Total from 4b) = TOTAL SCORE _____

Step 6: SCREENING COMMITTEE REVIEWS TOP APPLICANTS, CREATING A LIST OF 4-7 FOR DISCUSSION BY SEARCH COMMITTEE