UWADVANCE

Before Beginning

- Familiarize yourself with the research*
- Questions to consider
 - What are we actually evaluating?
 - Does our application process and materials give us what we need?
 - Where can bias/disadvantage creep in?
 - Why are we doing it this way? Are there better ways to get what we want?
 - How are our goals and values incorporated into the process?

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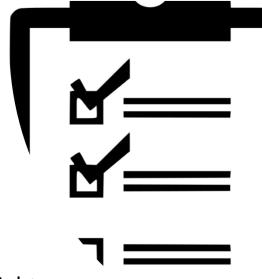
Rubrics and Accountability

Use a rubric

- Avoid global evaluations
- Evaluate multiple dimensions
- Reach consensus on evaluation criteria & weight
- If it's not in the rubric, it should not be evaluated

Accountability

- Give evidence and beware of proxies and shifting criteria
- Have a feedback loop
- If two app'ns seem "equal," consider role of bias and broad goals



Accountability Diversity