

## 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?



# 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

