

Outstanding Postdoctoral Fellow Award Judging Rubric

	Capstone (20 pts)	Milestone (15)	Benchmark (10 pts)	Developing (5 pts)	Unable to Evaluate (0 pts)
Personal Statement	The personal statement was exceptionally well written and clearly demonstrates both a sense of character and the nominee's dedication to being a Postdoctoral Fellow. The statement also clearly addresses how the nominee personifies the traits valued by the Outstanding Postdoctoral Fellow Award.	The personal statement is above average compared to other nominees. The statement establishes a clear narrative and demonstrates thoughtful responses.	The personal statement is comparable to statements from other nominees. Answers adequately addressed the prompts.	The personal statement is below average relative to statements from other nominees. While it attempts to address the prompts, there are opportunities for improvement.	The nominee failed to address the prompt.
Research	The nominee has demonstrated truly exceptional research output, impact, and recognition from their field during their time at Michigan. During their time at UM, the nominee has produced numerous research deliverables including, but not limited to, papers, books, and digital media. The nominee has received exceptional recognition from their field for their research in the form of awards, invited speakerships, and/or fellowships.	The nominee's research deliverables are above average compared to other postdocs at Michigan. The nominee has received recognition from their field for their research in the form of awards, invited speakerships, and/or fellowships.	The nominee's completed and ongoing research deliverables are comparable to other postdocs at Michigan. The nominee provides evidence that their research has had some impact on their field of study.	The nominee's completed and ongoing research deliverables are below average given their time as a Postdoctoral Fellow at Michigan. The nominee fails to convey the impact from their research on their field of study.	The nominee fails to provide any completed or ongoing research deliverables.
Mentorship and Teaching	Nominee has demonstrated an exceptional commitment to teaching and/or mentoring. Nominee has applied novel approaches to teaching and/or a mentoring approach that clearly contributed to the professional development of students. Nominee has participated in courses and workshops dedicated to professional development in education (e.g. CRLT workshops, NextProf, etc.). Nominee has been recognized for their teaching and mentoring accomplishments in the form of awards or other distinctions.	The nominee's commitment to teaching and/or mentoring is above average compared to other Postdoctoral Fellows. The nominee has served as an instructor on multiple occasions and/or mentored students over the development of a research project. Nominee has participated in courses and workshops dedicated to professional development in education (e.g. CRLT workshops, NextProf, etc.).	Nominee has demonstrated an average level of commitment to teaching and/or mentoring as a Postdoctoral Fellow at UM. Nominee has served as an instructor and/or provided some mentoring to students.	Nominee has been minimally involved in teaching and/or mentoring of students.	Nominee is unable to document teaching or mentoring experience.
Professional Leadership and Service	Nominee has demonstrated exceptional leadership skills by participating in organizations advancing the professional community of Postdoctoral Fellows while at UM (e.g. professional science/research organizations, local and/or national postdoctoral associations, etc.). Through these roles, the nominee has supported professional development initiatives (e.g. seminars, workshops, experiential learning opportunities) targeting the general Postdoctoral community or specific Postdoctoral groups such as Women, LGBTQ, International Scholars, URMs, etc. Nominee is able to identify unmet needs in the Postdoctoral community, provide specific examples of their activities, and clearly state their motivations for such engagements.	Nominee has demonstrated above average participation in organizations or events mentioned in the "Capstone" section, but has not demonstrated clear leadership, taking initiative, or motivating others to participate. Nominee can clearly state their motivation for the described engagements and identify gaps in the UM Postdoctoral Fellow experiences and provide examples of their attempts to fill those gaps.	Nominee has demonstrated average levels of engagement in activities advancing professional development of Postdoctoral Fellows, including at UM. However, they have not demonstrated any leadership or involvement in specific initiatives.	Nominee has demonstrated minimal involvement in professional development activities.	Nominee has not demonstrated any evidence supporting their involvement in professional leadership or professional service activities.
Community Service and Outreach	Compared to other Postdoctoral Fellows, the nominee has consistently demonstrated exceptional service and volunteerism in the local and/or international community. The examples provided by the nominee highlight how they have supported long-term and sustainable outcomes through community education, organization, development, and/or direct service and the impact those initiatives have had.	The nominee has gone above and beyond the average levels of community engagement for Postdoctoral Fellows at the University. The nominee has demonstrated specific and significant impacts on community growth relating to education, organization, development, and/or service.	Nominee has engaged with the surrounding community to a similar degree as other University Postdoctoral Fellows. This may include developing community-based initiatives, participating in volunteer organizations, or general community engagement.	Nominee has minimally participated in community service and/or outreach compared to other University Postdoctoral Fellows.	Nominee has no documented evidence of community service and/or outreach.