MISSION-FOCUSED HIRING RUBRIC

	Levels of Qualification for Resume Rankings	Eligibility Criteria				
Fit to support spiritual tions, etc. experience, career candidates references ment to service, and mission, culture of excellence, commit-excellence, commit-excellen		(Til) Milession Fits	(2) Education	क्यम्बर्गहार्षे <u>ड्</u>	(4)) Success Oxforcesion	රාූමාවේ අතු අතුවේ (යු)
mission, culture of excellence, commit- excellence, commit- ment to service, and institutional values. Fit to support spiritual mission, culture of excellence, commit- ment to service, and institutional values. Fit to support spiritual mission, culture of excellence, commit- ment to service, and institutional values. Fit to support spiritual certifications, etc. ment to service, and institutional values. No educational degree, no certifications, culture of excellence, committions, some training, education, etc. Mone None None Related educational related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Mone Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised position Worked in a related field mane to the advertised mane to the advertised position Worked in a related field mane to the advertised mane to the advertised position Worked in a related field mane to the advertised mane to the adver	Tier 1. Candidate holds or has held the specific job	Fit to support spiritual	Educational degree,	Holds or has held the	Job success is reflected on	Meets all or most of the expec-
excellence, commitment to service, and institutional values. Fit to support spiritual mission, culture of excellence, commitment to service, and institutional values. Fit to support spiritual ment to service, and institutional values. Fit to support spiritual ment to service, and institutional values. Fit to support spiritual mission, culture of excellence, committenent to service, and institutional values. None None None Mone caparation department experience in the field education, etc. Related educational related education mane to the advertised position mane to service, and institutional values. None None None None None	title, work experience, career preparation, and certifi-	mission, culture of	professional certifica-	specific job title, work	candidates' resume and in	tations required in the posted
ment to service, and Fit to support spiritual Fit to support spiritual Fit to support spiritual Related educational mission, culture of excellence, commit- mission, culture of excellence, commit- mission, culture of excellence, commit- mission, culture of excellence, commit- institutional values. Mone None Preparation Preparation Have some of the related experience ger- mane to the advertised position Position Position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field related experience or department mane to the advertised position More Worked in a related field related experience or department position More Worked in a related field related experience or department position More Worked in a related field	cations with reported success. Job success is reflected	excellence, commit-	tions, etc.	experience, career	candidate's references	position.
ristitutional values. Hit to support spiritual mission, culture of degree, related ment to service, and institutional values. Fit to support spiritual ment to service, and institutional values. Fit to support spiritual mission, culture of degree, no certifications, etc. ment to service, and etc. ment to service, and institutional values. Mone Mone Mone Mone Mone Mone Mone Mone	on candidate's resume and in candidate's references.	ment to service, and		preparation		
Fit to support spiritual mission, culture of excellence, commitment to service, and mission, culture of mission, culture of ment to service, and ment to support spiritual excellence, commitment oscillated educational mission, culture of excellence, commitment oscillated educational mission, culture of excellence, commitment oscillated educational etc. None None None None Worked in a related field related experience ger. or department mane to the advertised position mane to the advertised position position mane to the advertised position mane to the advertised position where experience in tial based on training, the field education, etc.	References check out positively with former employer	institutional values.				
nin Fit to support spiritual Related educational degree, related related experience gerordent to service, and ment to service, and mission, culture of ment to support spiritual on excellence, commitmission, culture of ment to service, and etc. No educational degree, no certifications, etc. The mission, culture of degree, no certifications, culture of mission, culture of excellence, committis is ment to service, and etc. No educational tial based on training, education, etc. Appears to have poten-volunteer experience in tell based on training, education, etc. None None None None	and from peers. From a professional position, a Tier					
Fit to support spiritual mission, culture of degree, related mission, culture of degree, related related experience geror department ment to service, and institutional values. If Fit to support spiritual mission, culture of excellence, committies of ment to service, and ment to service, and institutional values. No educational degree, no certifications, etc. The excellence, committies of excellence, committies ment to service, and institutional values. None None None None None None None Norked in a related field related experience geror department with a department or department and related field related experience geror department when the advertised mane to the advertised position None worked in a related field related experience geror department when the advertised position The excellence, committies department and related field related experience geror department when the advertised position The excellence, committies department and related field related experience geror department when the advertised position None worked in a related field related experience geror department when the advertised position and related experience geror department when the advertised position when the advertised position and related experience geror department when the advertised position and related experience in the advertised position and related experience in the advertised position and related experience in the advertised position when the advertised position and related field position and	1 candidate meets all or most of the expectations					
Fit to support spiritual mission, culture of degree, related mission, culture of excellence, commit-excellence, commit-ment to service, and institutional values. b Fit to support spiritual excellence, commit-excellence, no certifica-excellence, own training, education, etc. None None None None None	required in the posted position.					
nission, culture of degree, related mane to the advertised ment to service, and institutional values. b Fit to support spiritual excellence, commit-mission, culture of excellence, commit-excellence, commit-excellence, commit-excellence, and institutional values. None None None None related experience ger-mane to the advertised position Position mane to the advertised position Appears to have poten-tial based on training, the field education, etc. None None None None	Tier 2. Candidate has never held the position within	Fit to support spiritual	Related educational	Have some of the	Worked in a related field	Delivered on some of
sition. excellence, commit- nn, ment to service, and rde- institutional values. me of tion. Fit to support spiritual ed on excellence, commit- this is ment to service, and etc. Mone None None mane to the advertised position position Appears to have poten- tial based on training, education, etc. Wolunteer experience in teld education, etc. None None None None	another organization, but may have some of the re-	mission, culture of	degree, related	related experience ger-	or department	the requirements related
men of institutional values. me of tion. he job	lated experience germane to the advertised position.	excellence, commit-	certifications, etc.	mane to the advertised		to the advertised position.
ride- institutional values. me of tion. No educational Appears to have poten- he job Fit to support spiritual he job mission, culture of excellence, commit- this is ment to service, and date institutional values. None None None None None None None	While the candidate has never held that position,	ment to service, and		position		
me of tion. he job Fit to support spiritual na mission, culture of excellence, committhis is ment to service, and date institutional values. les None None None None Pit to support spiritual degree, no certificatial based on training, education, etc. have poten-volunteer experience in tall based on training, education, etc. he job Fit to support spiritual degree, no certificatial based on training, education, etc. he job Fit to support spiritual degree, no certificatial based on training, education, etc. he field he field he field he field ho field	candidate may have worked in a related field or de-	institutional values.				
he job Fit to support spiritual na mission, culture of excellence, committhis is ment to service, and oldate institutional values. None None None None Mone Mone Mone Mone Mone Mone Mone M	partment. Candidate may have delivered on some of					
he job	the requirements related to the advertised position.					
mission, culture of degree, no certification, etc. ed on excellence, committivitions, some training, education, etc. ment to service, and etc. institutional values. None	Tier 3. Candidate has not held a job similar to the job	Fit to support spiritual	No educational	Appears to have poten-	Volunteer experience in	Has not been held accountable
ed on excellence, committions, some training, education, etc. this is ment to service, and etc. les institutional values. None None None None None	advertised, neither has the candidate worked in a	mission, culture of	degree, no certifica-	tial based on training,	the field	the deliverables required in th
this is ment to service, and etc. Idate institutional values.	related field, but appears to have potential based on	excellence, commit-	tions, some training,	education, etc.		posted position.
oldate institutional values. Illustria None None None None	training, education, etc. In professional sports, this is	ment to service, and	etc.			
oria None None None None	the "best-athlete-in-the draft" selection. Candidate	institutional values.				
Iria None None None None	may have volunteer experience in the field, but					
ria None None None None	has not been held accountable for the deliverables					
ria None None None	required in the posted position.					
and would be a detriment to the mission of the institution if hired in the advertised position. Such a candidate will NOT be invited to campus!	Tier 4. Candidate meets none of the above criteria	None	None	None	None	None
institution if hired in the advertised position. Such a candidate will NOT be invited to campus!	and would be a detriment to the mission of the					
candidate will NOT be invited to campus!	institution if hired in the advertised position. Such a				,	
	candidate will NOT be invited to campus!					