**Position Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Full Consideration: \_\_\_\_\_\_\_\_\_ Final Closing: \_\_\_\_\_\_\_\_**

| **Qualification** | **Required or Preferred?** | **Relationship to job** –*What aspects of job might they not be able to do/do well without this?* | **Transferable?** | **Screening Criteria** *– What are the different ways someone might meet this qualification?* | **Priority –** *relative importance* | **Strength** – (for medium & high-priority qualifications) *What are indicators that someone meets the qualification STRONGLY – What ways of meeting it predict better performance?* | **When to Assess**  *(and eliminate for not meeting)* |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Demonstrated growth in cultural competence, awareness of societal and structural inequities, and proven experience in effectively establishing relationships and positive communications with students and other constituents across multiple dimensions of diversity including, but not limited to, race, gender, varying abilities, nationality, sexual orientation, gender identity, class or religious perspectives. | **R** | The successful candidate will help Whitworth achieve goals to build a more equitable, diverse, and inclusive community. New hires will diversify faculty/staff to better reflect our student body, and the profession/discipline, will be able to create programs and processes that better serve all students, faculty, and staff. | Y | Describe the evidence candidates can provide to meet the requirement.  Example: *An applicant with strong experience or roles, or clear publishing or presentations. Applicant discloses how their personal identities have provided firsthand experience in addressing and/or overcoming structural inequities.* | Low  Medium  **High** | *Examples:*   * *Through strong past roles or experience* * *Leadership of or developing programs that serve underrepresented populations.* * *Through strong articulation during the interview process* * *Through strong publishing, presentations and/or research agendas* * *Involvement with organizations that advocate for underrepresented students.* * *Participation with historically Black, Native American and or/HSI institutions* * *Demonstrated involvement of underrepresented students in research or other academic pursuits* | Application  Video/phone interview  Site Interview  References |
| A personal commitment to the Christian faith and to the integration of faith and learning. | **R** |  | Y | Affirms Lordship of Jesus Christ.  Active ongoing elements of Christian faith.  Willingness to integrate faith into the work.  Can work alongside Christians with whom they might not agree.  ***\*See Resources for Faith Element in Search Process.*** | Low  Medium  **High** |  | Application  Video/phone interview  Site Interview  References |
| A commitment to the educational mission of Whitworth University as a comprehensive Christian liberal arts university affiliated with the Presbyterian church. | **R** |  | N |  | Low  Medium  **High** |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |
|  |  |  |  |  | Low  Medium  High |  | Application  Video/phone interview  Site Interview  References |