University of Tennessee at Chattanooga <u>Management Department : Strategic / General Management Search</u> February 30, 2026

Instructions: Evaluate each candidate on the following criterion according to the following scale:

3 2 1 0

Notes:

- A score of 3 is the highest and 0 is the lowest.
- Use this matrix in conjunction with the Management Department Candidate Evaluating Scheme Definition Sheet.
- If an applicant does not possess an appropriate terminal degree, they are not qualified and do not have to be evaluated in the other categories.

Candidate	Appropriate Terminal Degree	Research and Publication	College Teaching Experienc e	Professional Development and college / university. service	Business or Managerial Experience	Comments

Criteria	0	1	2	3
Appropriate	no Ph.D, or	Ph.D. from a	Ph.D. in another	Ph.D. in
terminal degree	equivalent to	non-AACSB	area of business	Management
	include any	school	or related field	from AACSB
	ABD, no further		from an AACSB	school
	rating is needed		school (i.e.	
			Organization	
			Studies)	
College teach	Less than 12	At least 12	One to 4 years of	Five years or
experience	credits of	credits of adjunct	full-time	more of full-
	relevant	teaching of	teaching of	time teaching of
	Management	relevant	relevant	relevant
	classes taught with full	Management	Management classes	Management classes
		classes or teaching as	classes	classes
	responsibility for course	graduate		
	course	assistant with		
		full		
		responsibility for		
		course		
Research and	No refereed	1 or 2 refereed	3-4 refereed	5 or more
publication	journal articles	journal articles	journal articles	refereed journal
	or major	or major	or major	articles or major
	publications	publications	publications	publications
	such as	such as	such as	such as
	textbooks in last	textbooks in last	textbooks in last	textbooks in last
	5 years	5 years	5 years	5 years
Professional	No examples of	2 or less	3 or more	3 or more
development and	university,	examples of	examples of	examples of
college university	school, dept	university,	university,	university,
service	service and no	school, dept	school, dept	school, dept
	participation in	service and	service and	service and
	professional	participation in	participation in	leadership in
	groups	professional	professional	professional
Business or	No business or	groups 4 years or less of	groups 5 – 9 years of	groups 10 years or
managerial	managerial	business or	business or	more of business
experience	experience	managerial	managerial	or managerial
CAPCITCHEC	CAPOTIONEC	experience	experience	experience
		experience	CAPCITCHEC	CAPCITCHEC