

University of Tennessee at Chattanooga
Management Department : Strategic / General Management Search
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 Experience	Professional Development and college / university service	Business or Managerial Experience	Comments

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