

# Rutgers University – School of Social Work

## Rubric for Evaluating Proposals for Emerging Scholar IIDEA Research Award

In order to carry out the Rutgers School of Social Work strategic plan and demonstrate outstanding commitment to diversity, equity, and inclusion, the SSW’s Research Advisory (RA) Committee and Inclusion, Intersectionality, Diversity, Equity, & Advancement (IIDEA) Committee worked synergistically to inaugurate the first School-wide Research Recognition Awards in the area of IIDEA. Following is the rubric that will be used by the RA and IIDEA Committees to evaluate nominations for the Emerging Scholar IIDEA Research Award.

Categories	Outstanding Emerging Scholar <b>3</b>	Promising Emerging Scholar <b>2</b>	Developing Emerging Scholar <b>1</b>
IIDEA Knowledge	<p><b>Demonstrates early-career contributions to knowledge and outstanding commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</b></p> <p><b>Demonstrates good understanding of the challenges faced</b> by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p><b>Demonstrates strong commitment to advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices</b> that perpetuates dominant structures and the status quo.</p>	<p><b>Demonstrates potential for early-career contributions to knowledge and outstanding commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</b></p> <p><b>Demonstrates some understanding of the challenges faced</b> by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p><b>Demonstrates some commitment to advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices</b> that perpetuates dominant structures and the status quo.</p>	<p><b>Demonstrates limited early-career contributions to knowledge and outstanding commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</b></p> <p><b>Demonstrates limited understanding of the challenges faced</b> by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p><b>Demonstrates limited commitment to advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices</b> that perpetuates dominant structures and the status quo.</p>

<p>Research Questions / Methodology</p>	<p><b>Demonstrates evidence of good understanding of how to align research questions to the methodology;</b> methods are appropriate for research that challenges the status quo.</p> <p><b>Includes evidence of community participation</b> in their research/proposed work.</p>	<p><b>Demonstrates some evidence of an understanding of how to align research questions to the methodology;</b> methods are appropriate for research that challenges the status quo.</p> <p><b>Includes some evidence of community participation</b> in their research/proposed work.</p>	<p><b>Demonstrates limited evidence of an understanding of how to align research questions to the methodology;</b> methods are appropriate for research that challenges the status quo.</p> <p><b>Includes limited evidence of community participation</b> in their research/proposed work.</p>
<p>IIDEA Research Works</p>	<p><b>Outstanding commitment to research</b> demonstrated by innovative scholarship, dissertation work, participation in national or international conferences, assistance in writing grants, and/or giving presentations/workshops/seminars/creative works/op-eds that contribute to eliminating discrimination and ensuring the health and well-being of all persons.</p> <p>Publication(s) includes <b>well-written and comprehensive literature review</b> with a clear argument. Argument is firmly rooted in disciplinary foundations.</p> <p><b>Demonstrates exceptional promise</b> for continued research investment in IIDEA perspectives.</p>	<p><b>Some commitment to research</b> demonstrated by innovative scholarship, dissertation work, participation in national or international conferences, assistance in writing grants, and/or giving presentations/workshops/seminars/creative works/op-eds that contribute to eliminating discrimination and ensuring the health and well-being of all persons.</p> <p>Publication(s) includes <b>well-written literature review</b> with a clear argument. Argument is firmly rooted in disciplinary foundations.</p> <p><b>Demonstrates promise</b> for continued research investment in IIDEA perspectives.</p>	<p><b>Limited commitment to research</b> demonstrated by innovative scholarship, dissertation work, participation in national or international conferences, assistance in writing grants, and/or giving presentations/workshops/seminars/creative works/op-eds that contribute to eliminating discrimination and ensuring the health and well-being of all persons.</p> <p>Publication(s) includes <b>limited literature review</b> lacking a clear argument. Argument is not firmly rooted in disciplinary foundations.</p> <p><b>Demonstrates limited promise</b> for continued research investment in IIDEA perspectives.</p>
<p>IIDEA Research Independence</p>	<p><b>Demonstrates outstanding promise</b> for scholarly independence.</p> <p><b>The research agenda has the potential to make a significant impact</b> on IIDEA perspectives.</p>	<p><b>Demonstrates some promise</b> for scholarly independence.</p> <p><b>The research agenda has the potential to make some impact</b> on IIDEA perspectives.</p>	<p><b>Demonstrates limited promise</b> for scholarly independence.</p> <p><b>The research agenda has limited potential to make an impact</b> on IIDEA perspectives.</p>

## **IIDEA Committee Glossary of Terms:**

***Inclusion*** refers to the act of creating environments in which individuals and groups feel welcomed, respected, supported, and valued by eliminating practices and behaviors that marginalize. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the University's opportunities.

***Intersectionality*** is the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level. (adapted from the *Oxford Language Dictionary*)

***Diversity*** refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race/ethnicity, gender and gender identity, age, religion, language, disability status, sexual orientation, socioeconomic status, geographic region, and more.

***Equity*** refers to actively working to identify and eliminate barriers that have prevented full participation across differences in culture and circumstance, specifically redressing the exclusion of historically underrepresented and underserved groups in higher education. Attention to equity involves ensuring access, opportunity, and advancement for all students, faculty, and staff at every stage of their education and career.

***Advancement*** is committing to adopt practices that secure the political, educational, social, and economic equality of rights to eliminate discrimination and ensure the health and well-being of all persons. (adapted from NAACP Mission)