

Rubric for Assessing Applicants for the Entomology Games Gamesmaster (80 points total)

Each candidate will submit an application that includes a 1-page narrative and an abbreviated 2-page CV, as described in the "Application process" section of the Gamesmaster call. Each candidate will also submit an audio file of themselves reading some Entomology Games questions, as described in the "Application process."

Using the narrative, abbreviated CV, and audio file, Entomology Games Committee members will evaluate all candidates using the below rubric. Partial points are allowable in each category but are limited to increments of 0.5. Committee members will submit their evaluations via an ESA portal for quality assurance; evaluations will not be shared beyond the Entomology Games Committee except with the applicant, and no identifying features of the Committee members will be shared at any point.

Committee members will submit an anonymous vote for their top candidate (i.e., highest score using the rubric). The candidate receiving a simple majority of the votes will be selected as the Gamesmaster. If a simple majority is not reached in the initial vote, an additional vote will be held between the top two candidates to determine the new Gamesmaster.

Audio Audition (40 points)	Beginning	Developing	Accomplished
Self-Introduction/ Introduction to the Games (10 points)	Speaker seems uncomfortable and has lots of pauses, starts and stops. 0 points	Speaker is somewhat at ease, some but minimal pauses, stops and starts. 1.5 points	Speaker is "at ease", speaks fluidly with no stops and starts. 3 points
	Speaker does not use an engaging tone and does not show enthusiasm for the topic. 0 points	Speaker sometimes uses a tone that is engaging and welcoming but there are sections where the tone is somewhat dry or narrative. 1.5 points	Speaker uses a welcoming and engaging tone throughout. 3 points
	Speaker is difficult to understand; this can be due to volume, mumbling or speed of speaking. 0 points	Speaker has occasional issues with speech clarity, in volume, mumbling or speed of speaking. 1.5 points	Speaker speaks the entire time clearly, with good pace and volume for understanding. 3 points
	Introduction of self and the games is absent, or material is incomplete or ill organized. 0 points	Speaker includes adequate information in the introduction, and it is adequately organized, but may be lacking in some components. 0.5 points	Speaker chooses the material for the introduction well and it is well organized. 1 point
Questions (30 points)	Speaker seems uncomfortable and has lots of pauses, starts and stops. 0 points	Speaker is somewhat at ease, but minimal pauses, stops and starts. 4 points	Speaker is "at ease", speaks fluidly with no stops and starts. 8 points
	Speaker does not use an engaging tone and does not show enthusiasm for the topic. 0 points	Speaker sometimes uses a tone that is engaging and welcoming but there are sections where the tone is somewhat dry or narrative. 3 points	Speaker is engaging in tone throughout. 6 points
	Speaker is difficult to understand; this can be due to volume, mumbling or speed of speaking. 0 points	Speaker has occasional issues with speech clarity, in volume, mumbling or speed of speaking. 4 points	Speaker speaks the entire time clearly, with good pace and volume for understanding. 8 points

	<p>Speaker mispronounces many names and scientific terms; understanding of the questions is inhibited.</p> <p>0 points</p>	<p>Speaker makes minor mispronunciation errors of names and scientific terms; understanding of the questions may be affected.</p> <p>4 points</p>	<p>Speaker makes no mispronunciation errors of names and scientific terms; easy understanding of the questions.</p> <p>8 points</p>
Narrative and CV (40 points)	Beginning	Developing	Accomplished
Evidence of Accomplishment in Public Speaking (10 points)	<p>CV/Narrative does not provide evidence of speaking experience or excellence.</p> <p>0 points</p>	<p>CV/Narrative provides some evidence of accomplishment, but experiences are limited to "standard" experiences from an entomologist (e.g., teaching classes, giving talks at meetings, extension presentations).</p> <p>4 points</p>	<p>CV/Narrative shows evidence of accomplishment on par with excellence. This includes speaking beyond "standard" engagements and to a wide variety of audiences such as academic, industry, government, and other professional speakers (e.g., Toastmasters, acting).</p> <p>8 points</p>
	<p>Applicant has no or few public speaking activities listed (less than 2 per year).</p> <p>0 points</p>	<p>Applicant has a moderate number of public speaking activities listed as evidence (2-4 activities per year).</p> <p>1 point</p>	<p>Applicant has a high number of public speaking activities listed (5 or more per year).</p> <p>2 points</p>
Familiarity with the Entomology Games (10 points)	<p>CV/Narrative does not show prior evidence of involvement in Games other than attendance or surface knowledge gained from reading call for application.</p> <p>0 points</p>	<p>CV/Narrative provides evidence of limited prior Games service or participation at the branch and/or national level.</p> <p>5 points</p>	<p>CV/Narrative provides ample evidence of prior service at branch and/or national level with the Games, including membership on Games committee, question submission, participation in prior competitions, etc.</p> <p>10 points</p>
Broad Based Entomological Interest and Knowledge (10 points)	<p>CV/Narrative does not directly show experience or engagement in more than one area of entomology (as defined by the Games categories).</p> <p>0 points</p>	<p>CV/Narrative shows evidence of experience or engagement in more than one area of entomology (as defined by the Games categories).</p> <p>3 points</p>	<p>CV/Narrative displays broad experience or engagement in entomology, throughout three or more areas of entomology (as defined by the Games categories).</p> <p>6 points</p>
	<p>CV/Narrative only highlights expertise in one area of entomology (as showcased by published papers, research projects, trainee mentorship).</p> <p>0 points</p>	<p>CV/Narrative only highlights expertise in two areas of entomology (as showcased by published papers, research projects, trainee mentorship).</p> <p>2 points</p>	<p>CV/Narrative highlights expertise in more than two areas of entomology (as showcased by published papers, research projects, trainee mentorship).</p> <p>4 points</p>
Commitment to Welcoming/Inclusive Environment (10 points)	<p>CV/Narrative lacks or provides minimal discussion of commitment to diversity and inclusion.</p> <p>0 points</p>	<p>CV/Narrative provides some evidence of commitment, but evidence is more generalized or hypothetical.</p> <p>5 points</p>	<p>CV/Narrative provides specific evidence of commitment through professional activities and direct personal actions that have advanced equity or inclusion.</p> <p>10 points</p>