Appendix 1: MACY’S AWARD EVALUATION RUBRIC

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| **Evaluation Rubric** |  | **Academia & Government** | **Industry** |
| Criteria 1 | 10 points | Advancing the profession and practice in food technology in terms of regulation, consumer use, or scientific knowledge | Advancing the profession and practice in food technology in terms of development and deployment of marketable science |
| Criteria 2 | 10 points | Cooperation between scientists in academic and government (public forum) | Cooperation between scientists in Industry |
| Criteria 3 | 10 points | Technology transfer (publication or commercialization or extension) | Technology transfer (including internal and external presentations, formal communications, published patents and trade secrets) |
| Criteria 4 | 10 points | Leadership in food technology field / impacting the society or IFT community | Leadership in food technology field / impacting the society or IFT community |
| Criteria 5 | 5 points | Qualifications and accomplishments | Qualifications and accomplishments |
| Criteria 6 | 5 points | Diversity, Equity, and Inclusion Leadership | Diversity, Equity, and Inclusion Leadership |
| Total | 50 points |  |  |
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| Criteria 1 |  | **Advancing the profession and practice in food technology** | |
|  | Overall | Roll-up of the other criteria, plus consideration of scope of influence | |
| Level 1 | 0-2 points | Minimal activity | Create marketable science applied to product or service for the benefit of industry entity and to benefit consumers and regional food system |
| Level 2 | 5 points | Moderate activity - could be limited to regional/global or specific technology | *Level 1 and* develop cross-functional teams to mentor and foster skill development that provides application of beneficial science of food to products/services |
| Level 3 | 10 points | High level of impact on the food industry nationally or globally either in terms of regulation, consumer use, or scientific knowledge | *Level 2 and* deploy science of food and cross-functional team development beyond current product lines/service to additional categories or geographies. High level of impact on the food industry nationally or globally. |
| Criteria 2 |  | **Cooperation between scientists** | |
|  | Overall |  |  |
| Level 1 | 0-2 points | Limited cooperation with other scientists | Limited cooperation with other scientists within associated industry entity |
| Level 2 | 5 points | Successful and collaborative cooperation between scientists within a specific setting | *Level 1 and* successful and collaborative cooperation between entity scientists and direct reporting cross-functional teams. Should include mentoring of non-direct report scientists and functional partners. |
| Level 3 | 10 points | Purposeful, successful, and collaborative cooperation between scientists across academia, government, and/or industry | *Level 2 and* purposeful, successful, and collaborative leadership among scientists across academia, government, and/or industry |
| Criteria 3 |  | **Technology transfer (publication, commercialization, extension)** | |
|  | Overall | Technology transfer via published material (manuscripts, patents, proceedings, etc.) or presentations | |
| Level 1 | 0-2 points | Minimal activity - at least one example of technology transfer | Beginning technology transfer and entity internal sharing in team. This includes extensive intellectual property capture. This could include notebooks, internal blogs, operating procedures, best practices, etc. |
| Level 2 | 5 points | Moderate activity - at least 5 distinct examples of technology transfer | *Level 1 and* sharing across entity teams and functions. This could include presentations, newsletters, published patents, trade secrets, internal technology conference, etc. |
| Level 3 | 10 points | High level - >10 distinct examples of technology transfer | *Level 2 and* sharing outside of entity in a public forum, technology that could be presented in a non-confidential manner. This could include innovation processes, management theories, basic technology, or patent summaries. Particularly important is sharing of technology that is important for the food industry such as food safety research and applications. |
| Criteria 4 |  | **Leadership in food technology field / impacting the society or IFT community** | |
|  | Overall |  |  |
| Level 1 | 0-2 points | Technology leadership within personal department or entity. This could include leading a community of practice, blogging, published statements in a variety of forums. At minimum would be a member in good standing in IFT. | |
| Level 2 | 5 points | *Level 2 and* sharing outside of personal responsibility area. This could include participation in section or division IFT committees and projects. | |
| Level 3 | 10 points | *Level 3 and* active leadership within local and global IFT, participation in committees, innovation, education, etc. | |
| Criteria 5 |  | **Qualifications and accomplishments** | |
|  | Overall | ***CV/Resume must be no longer than 3 pages*** | |
| Level 1 | 0-1 points | Career progression with demonstrated accomplishments related food technology transfer or cooperation between scientists or technologists | |
| Level 2 | 2-3 points | *Level 1 and* internal and external career progression, mentoring and volunteer/philanthropic leadership. Consideration given for educational and industry leadership accomplishments. | |
| Level 3 | 4-5 points | *Level 2 and* high-level career progression and accomplishments related to published work, research scope, product line development (monetary & scale), organizational leadership, students or scientists mentored/developed. Consideration given for advanced degrees and certifications. | |
| Criteria 6 |  | **Diversity Equity Inclusion (DEI) Efforts** | |
|  | Overall |  |  |
| Level 1 | 0-1 points | Demonstrated understanding and engagement in DEI activities within personal sphere and some outside of this area. | |
| Level 2 | 2-3 points | *Level 1 and* moderate activities inside and outside of personal sphere and accountabilities. Especially within IFT and other professional organizations. | |
| Level 3 | 4-5 points | *Level 2* and clear actionable leadership inside and outside of personal sphere and accountabilities. Significant engagement and leadership within IFT on the local and global levels. | |