

## Performance Evaluation Rubric – Research

- A monograph is expected to be at least 200 pages, approximately.
- An article or book chapter is expected to be approximately 4,000-7,000 words.
- For publications with more than one author, the roles of each contributor will be taken into consideration.
- Other media, documentaries, posters, and creative works are included.
- Interdisciplinary and applied research projects, and public intellectual activities are included.
- The PAC will take into consideration the length, quality, and any additional relevant factors when determining the value of a published work

<b>10</b>	<b><i>Far exceeds expectations</i></b>
	<ul style="list-style-type: none"> <li>• Monograph and 2 peer-reviewed articles, or 10 peer-reviewed articles or book chapters</li> <li>• Must include at least 2 other scholarly activities listed in <i>Exceeds expectations</i> category</li> </ul>
<b>9</b>	<b><i>Significantly exceeds expectations</i></b>
	<ul style="list-style-type: none"> <li>• Monograph, or 8 peer-reviewed articles or book chapters, or an edited volume/critical edition and 4 publications</li> <li>• Must include at least 2 other scholarly activities listed in <i>Exceeds expectations and more</i> category</li> </ul>
<b>8</b>	<b><i>Exceeds expectations</i></b>
Goes above and beyond research expectations by publishing in quality presses and journals, and presenting at international or national conferences	<p>6 peer-reviewed articles or book chapters, or an edited volume and 4 publications</p> <ul style="list-style-type: none"> <li>• High quality of publications</li> <li>• Book reviews, conference proceedings</li> <li>• Several citations of published work; one’s book reviewed</li> <li>• 6 or more presentations/workshops at international or national venues</li> <li>• Awards or other <i>external</i> or <i>internal</i> recognition from the discipline</li> <li>• Secures external funding to support research and scholarly endeavors</li> <li>• Other well-documented scholarly activities; popular publications</li> </ul>
<b>6-7</b>	<b><i>Meets expectations and more</i></b>
Meets all job requirements with higher quality and/or takes on additional	<p>4 peer-reviewed articles or book chapters, or an edited volume and some of the following:</p> <ul style="list-style-type: none"> <li>• 4 or more presentations/workshops at international or national venues</li> </ul>

responsibilities above basic job duties	<ul style="list-style-type: none"> <li>• Awards or <i>internal</i> recognitions from the department, college, or university</li> <li>• Internal funding to support research and scholarly endeavors</li> <li>• One other scholarly activity listed in <i>Meets expectations</i> category</li> </ul>
<b>5</b>	<p style="text-align: center;"><b><i>Meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• 3 Peer-reviewed articles/book chapters</li> <li>• Edited volume</li> <li>• 3 Presentations/workshops at national or regional venues</li> </ul>
<b>3-4</b>	<p style="text-align: center;"><b><i>Inconsistently meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• Does not consistently meet expectations as described in the <i>Meets minimum expectations</i> category above</li> <li>• Does not demonstrate professional and/or collegial behavior.</li> </ul>
<b>1-2</b>	<p style="text-align: center;"><b><i>Does not meet most or all expectations</i></b></p>

<b>Performance Evaluation Rubric – Teaching</b>	
<b>10</b>	<p style="text-align: center;"><b><i>Far exceeds expectations</i></b> <i>(some of the criteria for Exceeds expectations are met for six semesters)</i></p> <ul style="list-style-type: none"> <li>• Nominated or receives teaching award(s) or grant(s)</li> </ul>
<b>9</b>	<p style="text-align: center;"><b><i>Significantly exceeds expectations</i></b> <i>(some of the criteria for Exceeds expectations are met for six semesters)</i></p>
<p style="text-align: center;"><b>8</b></p> <p>Goes above and beyond teaching expectations and/or in the profession with exceptional quality and/or significant additional responsibilities</p>	<p style="text-align: center;"><b><i>Exceeds expectations</i></b> <i>(some of the criteria for Exceeds expectations are met for four semesters)</i></p> <p>May include items such as:</p> <ul style="list-style-type: none"> <li>• Develops an online course</li> <li>• Teaches course overload</li> <li>• Designs new courses</li> <li>• High SPOT scores</li> <li>• Teaches more than average number of Special Problems courses, Honor College Projects, McNair Students</li> <li>• Directs <i>significant</i> number of theses and dissertations</li> <li>• Attends teaching-related workshops and/or conferences</li> </ul>

<p><b>6-7</b></p> <p>Meets all teaching requirements with higher quality and/or takes on additional responsibilities above basic teaching duties</p>	<p><b><i>Meets expectations and more</i></b></p> <ul style="list-style-type: none"> <li>• Creates and executes effective materials and lessons</li> <li>• High SPOT scores</li> <li>• Maintains a positive regard in the eyes of the students (i.e., creates positive learning environment, is available for assistance outside of class, etc.) as by comments by students and peers</li> <li>• Some of the teaching activities listed in the <i>Exceeds expectations</i> category above</li> </ul>
<p><b>5</b></p> <p>Meets all basic teaching requirements</p>	<p><b><i>Meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• Arrives to class on time, meets for the entire period, rarely cancels class</li> <li>• Provides regular and timely feedback on assignments, tests to students</li> <li>• Follows syllabus and notifies students in writing of changes</li> <li>• Keeps Faculty Profile up to date; uploads syllabi in timely manner</li> <li>• Submits final grades on time</li> </ul>
<p><b>3-4</b></p>	<p><b><i>Inconsistently meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• Does not consistently meet expectations as described in the <i>Meets minimum expectations</i> category above</li> <li>• Does not demonstrate professional and/or collegial behavior.</li> </ul>
<p><b>1-2</b></p>	<p><b><i>Does not meet most or all expectations</i></b></p>

<p><b>Performance Evaluation Rubric – Service</b></p>	
<p><b>10</b></p>	<p><b><i>Far exceeds expectations</i></b>  <i>(some of the criteria for Exceeds expectations are met for six semesters)</i></p> <ul style="list-style-type: none"> <li>• Serves as DGS or DUGS</li> <li>• Performs extraordinary departmental service</li> </ul>
<p><b>9</b></p>	<p><b><i>Significantly exceeds expectations</i></b>  <i>(some of the criteria for Exceeds expectations are met for four semesters)</i></p> <ul style="list-style-type: none"> <li>• Serves as DGS or DUGS</li> <li>• Performs extraordinary departmental service</li> </ul>
<p><b>8</b></p> <p>Goes above and beyond expectations</p>	<p><b><i>Exceeds expectations</i></b>  <i>(some of the criteria for Exceeds expectations are met for four semesters)</i></p>

<p>in service to the department/or in the profession with exceptional quality and/or significant additional responsibilities</p>	<p>May include items such as:</p> <ul style="list-style-type: none"> <li>• Organizes and/or assists with extra events for the department such as conferences, workshops, etc.</li> <li>• Serves on CLASS or university committees and/or Faculty Senate</li> <li>• Develops and implements innovative projects for the benefit of the department</li> <li>• Mentors new faculty</li> <li>• Search committee member, including other departments</li> <li>• Performs other service to CLASS, the university, the community</li> <li>• Plays an active leadership role in a professional organization</li> </ul>
<p><b>6-7</b></p> <p>Meets all job requirements with higher quality and/or takes on additional responsibilities above basic job duties</p>	<p style="text-align: center;"><b><i>Meets expectations and more</i></b></p> <ul style="list-style-type: none"> <li>• Volunteers and serves willingly in a variety of capacities</li> <li>• Performs other service to the department beyond ordinary functions of committees</li> <li>• Completes tasks expeditiously and correctly</li> <li>• Fulfills role of committee chair</li> <li>• Belongs to and participates in profession organization</li> </ul>
<p><b>5</b></p> <p>Meets all basic job requirements</p>	<p style="text-align: center;"><b><i>Meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• Serves on department committees assigned tasks</li> <li>• Attends and contributes to departmental meetings</li> <li>• Completes tasks, satisfactorily performs committee service</li> <li>• Responds to emails in a timely manner</li> </ul>
<p><b>3-4</b></p>	<p style="text-align: center;"><b><i>Inconsistently meets expectations</i></b></p> <ul style="list-style-type: none"> <li>• Does not consistently meet expectations in the <i>Meets expectations</i> category above</li> <li>• Does not serve adequately on committees</li> <li>• Does not demonstrate professional and/or collegial behavior.</li> </ul>
<p><b>1-2</b></p>	<p style="text-align: center;"><b><i>Does not meet most or all expectations.</i></b></p>