

Research, Scholarship, Professional Growth, and Creative Production (weight of area : __%)

	Exemplary	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations
Tenured/Tenure-Track					
<i>Full</i>	Three in any combination: Publication External grant under review Or: Two of the above plus One external presentation (including invited seminars at other Institutions)	Two in any combination: Publication External grant under review Or: One of above plus One external presentation (including invited seminars at other Institutions)	1 publication in press/review/revision Or: 1 external grant in review/revision Or: 1 presentation internal or external (including invited seminars at other Institutions)	Publication/external grants 0 – but in progress External Presentations 0	Publication/external grants 0 – no recent progress External Presentations 0
<i>Associate</i>	All categories the same as Full Notes for Full, Associate: “Does Not Meet” only realized after 3 consecutive years w/o publication/grant	Note: Publications needed for promotion			
<i>Assistant</i>	Two in any combination: Publication External grant under review Or: One of above plus One external presentation (including invited seminars at other Institutions)	1 publication in press/review/revision Or: 1 external grant in review/revision Or: 1 presentation internal or external (including invited seminars at other Institutions)	Publication/external grants 0 – but in progress External Presentations 0 Note: Publications needed for tenure and promotion	Publication/external grants 0 – no recent progress External Presentations 0	Publication/external grants 0 – no recent progress External Presentations 0

Teaching and Student Learning (weight of area: ___%)

	Exemplary	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations
Tenured/Tenure-Track					
<i>Full</i>	<u>AY SOI Ave 4.25+</u>	<u>AY SOI Ave 3.75-4.25</u>	<u>AY SOI Ave 3.25-3.74</u>	<u>AY SOI Ave 2.75-3.24</u>	<u>AY SOI Ave <2.75</u>
<i>Associate</i>	Notes: Undergrad research add 0.1/student each term Grad thesis advisor add 0.25/student each term	Notes: <u>For all ranks, add points for new prep (0.25 each) or more than 2 preps (0.1 each) (Lecture and lab considered two different preps)</u>			
<i>Assistant</i>	Note: Same for all ranks				
<i>Instructor</i>					
Non-Tenure Track					
<i>Senior Lecturer</i>					
<i>Lecturer</i>					
<i>Limited Term</i>					

Service to the University, Community, or Profession (weight of area: ___%)

	Exemplary	Exceeds Expectations	Meets Expectations	Needs Improvement	Does Not Meet Expectations
Tenured/Tenure-Track					
<i>Full</i>	<p>For any rank level (1 pt for member, 1.5 pts for Chair): 4+pts total</p> <p>Including at least 1 committee for Community and Professional activities</p>	<p>For any rank level (1 pt for member, 1.5 pts for Chair): 3 pts total</p>	<p>For any rank level 2 pts total</p> <p>Institution: committees at any level (1 pt for member, 1.5 pts for Chair):</p> <p>Community: 1pt per item (1 pt for member, 1.5 pts for Chair if it applies)</p> <p>Profession: 1 pt per item (1 pt for member, 1.5 pts for Chair if it applies)</p>		
<i>Associate</i>	<p>Note: if no Community or Professional Service activities in a three year range, it will be "does not meet expectations"</p>				
<i>Assistant</i>	<p>Note: Same for all ranks</p>				
<i>Instructor</i>					
Non-Tenure Track					

