

TEACHING:

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
<p>Does not revise, update courses as needed; content is dated</p> <p>Earns a score of below 2 on a majority of student evaluation questions</p> <p>Involved with multiple substantive student complaints</p> <p>Cancels classes on multiple occasions</p>	<p>Earns a score of 2-3 on a majority of student evaluation questions</p> <p>Holds regularly scheduled office hours</p>	<p>Submits assessment data for students for the course and/or program evaluation (where applicable)</p> <p><i>Fulfills two or more of the following, or other benchmarks as defined with Dept chair.</i></p> <p>Earns a score of 3-4 on a majority of student evaluation questions</p> <p>Evidence of designing and refining course materials regularly (e.g., to improve diversity, equity, and inclusion (DEI) outcomes)</p> <p>Cooperates with assessments of student outcomes and instructional impacts (using the ABET system)</p> <p>Participates in training activities focusing on improving DEI in the classroom</p> <p>Demonstrates concrete examples of implementing practices or strategies for DEI in the classroom</p> <p>Advises undergraduate theses</p>	<p><i>Fulfills criteria for “Meets Expectations” and two or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Earns a score of 4 or above on a majority of student evaluation questions</p> <p>Makes <i>significant</i> course changes (e.g., infusion of technology, co-teaching, DEI or internationalization of courses)</p> <p>Completes intensive preparation of a new course or consolidated course</p> <p>Completes structured, intensive professional development related to teaching</p> <p>Engages in substantive assessment of teaching, including, but not limited to peer evaluations of teaching and syllabi</p> <p>Assesses course outcomes to indicate both effective and equitable student learning</p> <p>Engages in substantive mentoring of students with SEAS teaching responsibilities</p> <p>Receives departmental-level teaching awards</p>	<p><i>Fulfills criteria for ‘exceeds expectations’ and one or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Leads or plays major role in program or school-related effort on curriculum revision or course consolidation or renewal tied to program development or improvement</p> <p>Leads or plays major role in developing effective mentoring approaches for undergraduate and graduate students and/or advising</p> <p>Leads or plays major role in developing assessments of student outcomes and instructional impacts (using the ABET system)</p> <p>Leads or plays a major role in a program, department, school, or university-wide effort to improve teaching outcomes related to DEI</p> <p>Receives award from SEAS, University or external organizations for teaching and/or mentoring</p> <p>Publishes a textbook</p>

The above guide provides example activities that represent the level of activity – it is NOT an exclusive list.

RESEARCH/SCHOLARSHIP (Discipline and/or Educational):

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
No evidence of educational/discipline scholarship	<p>Mentoring and training students, but no evidence of scholarship</p> <p>Creating new courses or revising courses, but no assessment of impact</p> <p>Has work actively in progress but no publications (submits manuscripts for publication)</p> <p>Evidence of networking within SEAS to establish potential collaborative scholarship</p>	<p><i>Fulfills two or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Presents at regional conferences</p> <p>Mentored students presenting at meetings or conferences</p> <p>Introduction of innovative instructional practices and assessment of their impact</p> <p>Evidence of networking external to SEAS to establish potential collaborative scholarship</p> <p>Refereed scholarly article accepted</p> <p>Submits external grant proposal with significant involvement</p> <p>Participates in training activities focused on DEI in research and research mentorship</p> <p>Performs outreach to under-represented organizations for graduate recruiting</p>	<p><i>Fulfills criteria for “Meets Expectations” and one or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Presents at national or international conferences</p> <p>Publishes refereed scholarly articles</p> <p>Demonstrated impact on educational and/or research communities</p> <p>Receives internal awards for excellence in scholarship</p> <p>Disseminating innovative instructional practices through avenues other than publication</p> <p>Makes a contribution in research (e.g., publishes a refereed scholarly articles) that addresses DEI related topics in their field</p>	<p><i>Fulfills criteria for ‘exceeds expectations’ and one or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Delivers invited address or scholarly keynote at national or international conference, university, or industry</p> <p>Serves as Co-PI or PI on externally funded grant</p> <p>Publishes multiple scholarly articles</p> <p>Receives external awards for excellence in scholarship</p>

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PROFESSIONAL AND UNIVERSITY SERVICE/OUTREACH:

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
<p>Minimal interaction with the field—occasional participation in local or regional service; no leadership role or ongoing role.</p> <p>Minimal interaction within the University, SEAS, and the Department—occasional participation on committees; no leadership role or ongoing role.</p>	<p>Participates actively in relevant professional associations</p> <p>Reviews papers for journals</p> <p>Reviews papers/abstracts for conferences</p> <p>Serves on Dept. and/or School Committee</p>	<p><i>Fulfills two or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Participates in equity and inclusion activities or mentoring role</p> <p>Serves in significant roles of the department, School, and University</p> <p>Serves on review board/panel for federal or foundation organizations</p> <p>Supports efforts within the school to promote recruiting and retention of a diverse community (students, faculty, or staff)</p> <p>Performs outreach to under-represented organizations for student recruiting</p>	<p><i>Fulfills criteria for “Meets Expectations” and one or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Serves on Board or chairs committee of state/national/international associations</p> <p>Serves in a structured mentoring program for DEI or advises a student group that promotes DEI</p> <p>Serves on program or conference committees</p>	<p><i>Fulfills criteria for ‘exceeds expectations’ and one or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Serves on editorial board for scholarly national journal (e.g. Associate Editor)</p> <p>Serves on external review teams</p> <p>Chairs a committee or subcommittee focused on advancing DEI either within a department, the school, university, professional society, or the local community</p>

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