

RESEARCH/SCHOLARSHIP:

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
<p>No active research program</p> <p>No publications</p> <p>No presentations</p>	<p>Research program with no external funding</p> <p>Submits less than two external research proposals</p> <p>Advisor for graduate students, but none supported by external research funds</p> <p>Publishes only non-refereed materials</p> <p>Has work actively in progress but no refereed publications (submits manuscripts for publication)</p> <p>Presents at regional conferences</p> <p>Has less than two referred scholarly articles accepted</p>	<p><i>Fulfills four or more of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Submits 2-3 external research grant proposals with significant involvement</p> <p>Supports 2-3 graduate students through internal and external funding after reappointment</p> <p>2-3 refereed scholarly articles accepted</p> <p>Serves as PI on 1 external grant</p> <p>Evidence of networking within UVA to establish potential collaborative research</p> <p>Participates in training activities focused on DEI in research and research mentorship</p> <p>Publishes 1-2 chapters in scholarly volume</p> <p>Presents at 1-2 national/international conferences</p>	<p><i>Fulfills criteria for “Meets Expectations,” and four or more of following, or other benchmarks as defined with Dept chair:</i></p> <p>Supports 4 graduate students through external contracts and grants</p> <p>Supports a diverse team of students, postdocs, and research staff</p> <p>Recruits or graduates one or more graduate students or postdocs from under-represented groups</p> <p>Serves as PI or Co-PI on 2-3 grants</p> <p>Submits more than 5 external research grant proposals/yr.</p> <p>Publishes 3-4 refereed scholarly articles</p> <p>Publishes 3 or more chapters in edited volumes</p> <p>Receives a best paper award at a conference</p> <p>Contributes to research (e.g., publishes a refereed scholarly articles) that addresses DEI related topics in their field</p> <p>Delivers invited address or scholarly keynote at national or international conference, university, or industry</p> <p>Participates in technology transfer</p>	<p><i>Meets criteria for “Exceeds Expectations” and at least one of the following, or other benchmarks as defined with Dept chair:</i></p> <p>Provides support for one or more research staff</p> <p>Supports 5 or more graduate students/research staff</p> <p>Publishes 5 or more scholarly articles</p> <p>Receives a best paper award for a journal or professional society</p> <p>Leads or plays a major role in obtaining external funding to improve DEI within a program (e.g., including projects with a significant collaboration with an HBCU)</p>

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

PROFESSIONAL AND UNIVERSITY SERVICE/OUTREACH:

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
<p>Does not interact within the field</p> <p>Does not interact within the University, SEAS, and the Department</p>	<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><i>Fulfills two or more of the following, or other benchmarks as defined with Dept chair:</i></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 (e.g., DEI committees)</p> <p>Participates in conference organization</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 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>Chairs a committee or subcommittee focused on advancing DEI either within a department, the school, university, professional society, or the local community</p> <p>Serves on review board/panel for federal or foundation organizations</p> <p>Serves in a structured mentoring program for DEI or advises a student group that promotes DEI</p> <p>Serves on external review teams (e.g., ABET)</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 as elected officer of a major national or international professional organization</p> <p>Serves on editorial board for scholarly national journal (e.g. Associate Editor)</p> <p>Wins an award or other recognition for service related to DEI at the school, university, professional society, local community level</p>

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