## TEACHING:

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

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

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| No active research program                | Serves as Principal Investigator (PI) or plays a significant role on less than 2 contracts | **Fulfills four or more of the following, or other benchmarks as defined with Dept chair:**  
Serves as Principal Investigator (PI) or Co-PI on 1-2 contracts or grants  
Supports 2-3 graduate students through external contracts, grants and fellowships  
Publishes 2-3 refereed scholarly articles appropriate for their field  
Provides two months of summer salary support  
Presents at 1-2 national/international conferences  
Participates in training activities focused on DEI in research and research mentorship | **Fulfills criteria for “Meets Expectations,” and four or more of following, or other benchmarks as defined with Dept chair:**  
Serves as PI or Co-PI on 3-4 contracts or grants  
Supports 4-5 graduate students through external contracts and grants  
Supports a diverse team of students, postdocs, and research staff  
Recruits or graduates one or more graduate students or postdocs from under-represented groups  
Provides academic year buyout  
Publishes 4-5 refereed scholarly articles  
Publishes 3 or more chapters in edited scholarly volumes  
Receives a best paper award at a conference  
Publishes a new research book  
Contributes to research (e.g., publishes a refereed scholarly articles) that addresses DEI related topics in their field  
Delivers invited address or scholarly keynote at national or international conference, university, or industry  
Participates in technology transfer | **Meets criteria for “Exceeds Expectations” and at least two of the following, or other benchmarks as defined with Dept chair:**  
Serves as PI or Co-PI on 4-5 contracts or grants  
Supports 6 or more graduate students/research staff through external contracts and grants  
Recieves a best paper award for a journal or professional society  
Serves as PI on a national center of excellence  
Licensing of IP  
Development of a startup company derived from UVA research and with third-party funding  
Leads or plays a major role in gaining external funding to improve DEI within a graduate program (e.g., including a significant collaboration with an HBCU)  
Receives National award (e.g., election to Fellow)  
Publishes a research book |
| No publications                            | Supports one graduate student through external contacts and grants  
Publishes one refereed scholarly article appropriate to the field  
Advisor for graduate students not supported by external research funds | | | |
| No presentations                          | | | | |

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## PROFESSIONAL AND UNIVERSITY SERVICE/OUTREACH:

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<td>Minimal interaction with the field – occasional participation in local or regional service; no leadership role or ongoing role</td>
<td>Participates actively in relevant professional associations</td>
<td>Fulfills three or more of the following, or other benchmarks as defined with Dept chair: Serves on Board or chairs committee of state/national/international association Serves on program and conference committees Engages in one or more activities focusing on advancing DEI either within a department, the school, university, professional society, or the community Serves in significant roles of the department, School, and University Serves on review board/panel for federal or foundation organizations Supports efforts within the school to promote recruiting and retention of a diverse community (students, faculty, or staff) Performs outreach to under-represented organizations for student recruiting</td>
<td>Fulfills criteria for “Meets Expectations,” and one or more of the following, or other benchmarks as defined with Dept chair: Serves on editorial board for scholarly national journal (e.g. Associate Editor) Chairs a committee or subcommittee focused on advancing DEI either within a department, the school, university, professional society, or the local community Serves in a structured mentoring program for DEI or advises a student group that promotes DEI Serves on external review teams (e.g., ABET)</td>
<td>Fulfills criteria for “Exceeds Expectations” and one or more of the following, or other benchmarks as defined with Dept chair: Serves as elected officer of a major national or international professional organization Serves as an Editor in Chief Wins an award or other recognition for service related to DEI at the school, university, professional society, local community level</td>
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