TEACHING:

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

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	Mentoring and training students, but no evidence of scholarship Evidence of networking within SEAS to establish potential collaborative scholarship	*Fulfills two or more of the following, or other benchmarks as defined with Dept chair:* Has work actively in progress but no publications (submits manuscripts for publication) Presents at regional conferences Mentored students presenting at meetings or conferences Refereed scholarly article accepted Submits external grant proposal with significant involvement Participates in training activities focused on DEI in research and research mentorship	*Fulfills criteria for "Meets Expectations" and one or more of the following, or other benchmarks as defined with Dept chair:* Presents at national or international conferences Publishes refereed scholarly articles Demonstrated impact on educational and/or research communities Evidence of networking external to SEAS to establish potential collaborative scholarship Disseminating innovative instructional practices through avenues other than publication	*Fulfills criteria for 'exceeds expectations' and one or more of the following, or other benchmarks as defined with Dept chair:* Receives internal or external awards for excellence in scholarship Makes a contribution in research (e.g., publishes a refereed scholarly articles) that addresses DEI related topics in their field Serves as Co-PI or PI on externally funded grant Publishes multiple scholarly articles

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)
Does not interact within the field Does not interact within the University, SEAS, and the Department	Minimal interaction with the field—occasional participation in local or regional service; no ongoing role. Minimal interaction within the University, SEAS, and the Department—occasional participation on committees; no ongoing role.	*Fulfills two or more of the following, or other benchmarks as defined with Dept chair:* Serves on Dept. and/or School Committee Participates actively in relevant professional associations Reviews papers for journals Reviews papers/abstracts for conferences 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	*Fulfills criteria for "Meets Expectations" and one or more of the following, or other benchmarks as defined with Dept chair:* Participates in equity and inclusion activities or mentoring role Participates in conference organization Serves on external review teams (e.g., ABET)	*Fulfills criteria for 'exceeds expectations' and one or more of the following, or other benchmarks as defined with Dept chair:* Serves on Board or chairs committee of state/national/international associations Serves on review board/panel for federal or foundation organizations Serves in a structured mentoring program for DEI or advises a student group that promotes DEI Serves on editorial board for scholarly national journal

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