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 below 2 on a majority of student evaluation questions Involved with multiple substantive student complaints Cancels classes on multiple occasions	Earns a score of 2-3 on a majority of student evaluation questions Holds regularly scheduled office hours	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 Leads or plays major role in developing effective mentoring approaches for undergraduate and graduate students and/or advising Leads 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

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

RESEARCH/SCHOLARSHIP:

Does Not Meet Expectations (Unsatisfactory)	Partially Meets Expectations	Meets Expectations (Satisfactory)	Exceeds Expectations	Significantly Exceeds Expectations (Exemplary)
No active research program No publications No presentations	Research program with no external funding Submits less than two external research proposals Advisor for graduate students, but none supported by external research funds Publishes only non-refereed materials Has work actively in progress but no refereed publications (submits manuscripts for publication) Presents at regional conferences Has less than two referred scholarly articles accepted	*Fulfills four or more of the following, or other benchmarks as defined with Dept chair:* Submits 2-3 external research grant proposals with significant involvement Supports 2-3 graduate students through internal and external funding after reappointment 2-3 refereed scholarly articles accepted Evidence of networking within UVA to establish potential collaborative research Participates in training activities focused on DEI in research and research mentorship Publishes 1-2 chapters in scholarly volume Presents at 1-2 national/international conferences	*Fulfills criteria for "Meets Expectations," and four or more of following, or other benchmarks as defined with Dept chair:* Supports 4 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 Serves as PI or Co-PI on 2-3 grants Submits more than 5 external research grant proposals/yr. Publishes 3-4 refereed scholarly articles Publishes 3 or more chapters in edited volumes Receives a best paper award at a conference 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 one of the following, or other benchmarks as defined with Dept chair:* Provides support for one or more research staff Supports 5 or more graduate students/research staff Publishes 5 or more scholarly articles Receives a best paper award for a journal or professional society 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)

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 leadership role or ongoing role. Minimal interaction within the University, SEAS, and the Department—occasional participation on committees; no leadership role or ongoing role.	*Fulfills two or more of the following, or other benchmarks as defined with Dept chair:* Participates actively in relevant professional associations Reviews papers for journals Reviews papers/abstracts for conferences Serves on Dept. and/or School Committee (e.g., DEI committees) Participates in conference organization 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 following, or other benchmarks as defined with Dept chair:* Serves on Board or chairs committee of state/national/international associations Chairs a committee or subcommittee focused on advancing DEI either within a department, the school, university, professional society, or the local community 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 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 as elected officer of a major national or international professional organization Serves on editorial board for scholarly national journal (e.g., Associate Editor) Wins an award or other recognition for service related to DEI at the school, university, professional society, local community level

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