

Appendix A
ELPS Faculty Evaluation Rubric

Assistant Professor

1: Unsatisfactory	2: Low (Below average)	3: Expected (Average)	4: High (Above average)	5: Outstanding (Excellent)
Teaching/Advising				
Faculty member meets two or fewer of the expectations outlined in the cell to the right of column.	Less than acceptable teaching as evidenced by at least three or fewer of the following: <ul style="list-style-type: none"> <input type="checkbox"/> Development of syllabi for all assigned courses <input type="checkbox"/> Average ratings (less than 3.0) on student evaluations across half of courses <input type="checkbox"/> Available to advise students, as documented in candidate's summary <input type="checkbox"/> Participation in curriculum development at the program- or department-level <input type="checkbox"/> Service on master's/specialist or doctoral committees 	Good teaching as evidenced by at least three of the following: <ul style="list-style-type: none"> <input type="checkbox"/> Development of well organized, comprehensive syllabi for all assigned courses <input type="checkbox"/> Consistently average ratings (at least 3.50) on student evaluations across a majority of courses <input type="checkbox"/> Available to advise students, as demonstrated in candidate's summary <input type="checkbox"/> Participation in curriculum development at the program- or department-level <input type="checkbox"/> Service on master's/specialist 	Excellent teaching as evidenced by at least four of the following: <ul style="list-style-type: none"> <input type="checkbox"/> Development of well organized, comprehensive syllabi for all assigned courses <input type="checkbox"/> Adoption of innovative instructional strategies, as documented in candidate's summary <input type="checkbox"/> Consistently above average ratings (at least 3.75) on student evaluations across a majority of courses <input type="checkbox"/> Consistently available to advise students, as documented in candidate's 	Superior teaching as evidenced by at least five of the following: <ul style="list-style-type: none"> <input type="checkbox"/> Development of well organized, comprehensive syllabi for all assigned courses <input type="checkbox"/> Development of "new" course(s) or significant redesign of existing course(s) for programs in ELPS <input type="checkbox"/> Adoption of innovative instructional strategies, as documented in candidate's summary <input type="checkbox"/> Consistently superior ratings (above 4.0) on student evaluations across

		<p>or doctoral committees</p>	<p>summary</p> <ul style="list-style-type: none"> □ Other documentation of excellent teaching such as evidence of student outcomes (e.g., student presentations or publications) that emanate from teaching activities □ Service on master's/specialist and/or doctoral committees. □ Chair master's/specialist and/or doctoral committees. □ Participation in curriculum development at the program- or department-level 	<p>a majority of classes taught during evaluation period</p> <ul style="list-style-type: none"> □ Directs curriculum development and/or implementation design, such as curriculum audits at the program- or department-level □ Consistently available to advise students, as documented in candidate's summary □ Other documentation of superior teaching such as evidence of student outcomes (e.g., student presentations or publications) that emanate from teaching activities □ Service on master's/specialist and/or doctoral committees.
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				<input type="checkbox"/> Chair master's/specialist and/or doctoral committees. <input type="checkbox"/> Service as coordinator of degree program
Scholarship/Creativity				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	Contributions to the professional literature as evidenced by one of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Author of 1 peer-reviewed publication (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 1 local, state, regional, or national presentation 	Worthy contributions to the professional literature as evidenced by two of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Contributing author for the development of at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 2 local, state, regional, or national presentations 	Exceptional contributions to the professional literature as evidenced by two of the following, for example : <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) at least one of which is a primary authorship <input type="checkbox"/> At least 2 national presentations, and a third local, state, 	Extraordinary contributions to the professional literature as evidenced by two of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least two internal or external grant or serves as principal investigator of grant <input type="checkbox"/> Author of 3 or more peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter, chapter in research handbook,

			regional, or national presentations	etc.), at least one of which is a sole authorship <input type="checkbox"/> At least 2 national, plus 2 local, state, regional, or national presentations <input type="checkbox"/> Substantial work on technical report or scientific abstract
Service				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	A record of service as evidenced by one of the following: <input type="checkbox"/> Involvement in department, college, university, OR community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal OR one national	A record of service as evidenced by two of the following: <input type="checkbox"/> Involvement in department, college, university, OR community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal OR one national	Substantial service involvement as evidenced by three of the following: <input type="checkbox"/> Leadership in department, college, university OR community service <input type="checkbox"/> Leadership in or service to at least 2 state, regional, or national organizations OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,	Exemplary service involvement as evidenced by four of the following: <input type="checkbox"/> Leadership in department, college, university OR community service <input type="checkbox"/> Leadership in or service to at least 2 state, regional, or national organizations OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,

	organization conference	organization conference	national or international journal <u>OR</u> one national organization conference	national or international journal <u>OR</u> one national organization conference
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Associate Professor

1: Unsatisfactory	2: Low (Below average)	3: Expected (Average)	4: High (Above average)	5: Outstanding (Excellent)
Teaching/Advising				
Faculty member meets two or fewer of the expectations outlined in the cell to the right of column.	<p>Less than acceptable teaching as evidenced by at least three or fewer of the following:</p> <ul style="list-style-type: none"> □ Development of syllabi for all assigned courses □ Average ratings (less than 3.0) on student evaluations across half of courses □ Available to advise students, as documented in candidate's summary □ Participation in curriculum development at the program- or department-level □ Service on master's/specialist or doctoral committees 	<p>Good teaching as evidenced by at least three of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Consistently average ratings (at least 3.50) on student evaluations across a majority of courses □ Available to advise students, as demonstrated in candidate's summary □ Participation in curriculum development at the program- or department-level □ Service on master's/specialist 	<p>Excellent teaching as evidenced by at least four of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Adoption of innovative instructional strategies, as documented in candidate's summary □ Consistently above average ratings (at least 3.75) on student evaluations across a majority of courses □ Consistently available to advise students, as documented in candidate's 	<p>Superior teaching as evidenced by at least five of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Development of "new" course(s) or significant redesign of existing course(s) for programs in ELPS □ Adoption of innovative instructional strategies, as documented in candidate's summary □ Consistently superior ratings (above 4.0) on student evaluations across

		<p>or doctoral committees</p>	<p>summary</p> <ul style="list-style-type: none"> □ Other documentation of excellent teaching such as evidence of student outcomes (e.g., student presentations or publications) that emanate from teaching activities □ Service on master's/specialist and/or doctoral committees. □ Chair master's/specialist and/or doctoral committees. □ Participation in curriculum development at the program- or department-level 	<p>a majority of classes taught during evaluation period</p> <ul style="list-style-type: none"> □ Directs curriculum development and/or implementation design, such as curriculum audits at the program- or department-level □ Consistently available to advise students, as documented in candidate's summary □ Other documentation of superior teaching such as evidence of student outcomes (e.g., student presentations or publications) that emanate from teaching activities □ Service on master's/specialist and/or doctoral committees.
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				<input type="checkbox"/> Chair master's/specialist and/or doctoral committees. <input type="checkbox"/> Service as coordinator of degree program
Scholarship/Creativity				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	Contributions to the professional literature as evidenced by one of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Author of 1 peer-reviewed publication (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 1 local, state, regional, or national presentation 	Worthy contributions to the professional literature as evidenced by two of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Contributing author for the development of at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 2 local, state, regional, or national presentations 	Exceptional contributions to the professional literature as evidenced by two of the following, for example : <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) at least one of which is a primary authorship <input type="checkbox"/> At least 2 national presentations, and a third local, state, 	Extraordinary contributions to the professional literature as evidenced by two of the following, for example: <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least two internal or external grant or serves as principal investigator of grant <input type="checkbox"/> Author of 3 or more peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter, chapter in research handbook,

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Service				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	A record of service as evidenced by one of the following: <input type="checkbox"/> Involvement in department, college, university, OR community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal OR one national	A record of service as evidenced by two of the following: <input type="checkbox"/> Involvement in department, college, university, OR community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal OR one national	Substantial service involvement as evidenced by three of the following: <input type="checkbox"/> Leadership in department, college, university OR community service <input type="checkbox"/> Leadership in or service to at least 2 state, regional, or national organizations OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,	Exemplary service involvement as evidenced by four of the following: <input type="checkbox"/> Leadership in department, college, university OR community service <input type="checkbox"/> Leadership in or service to at least 2 state, regional, or national organizations OR professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,

	organization conference	organization conference	national or international journal <u>OR</u> one national organization conference	national or international journal <u>OR</u> one national organization conference
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Full Professor

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Teaching/Advising				
Faculty member meets two or fewer of the expectations outlined in the cell to the right of column.	<p>Less than acceptable teaching as evidenced by at least three of the following:</p> <ul style="list-style-type: none"> □ Development of syllabi for all assigned courses □ Average ratings (less than 3.0) on student evaluations across half of courses □ Available to advise students, as documented in candidate's summary □ Participation in curriculum development at the program- or department-level □ Service on master's/specialist or doctoral committees 	<p>Good teaching as evidenced by at least three of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Consistently average ratings (at least 3.50) on student evaluations across a majority of courses □ Available to advise students, as demonstrated in candidate's summary □ Participation in curriculum development at the program- or department-level □ Service on master's/specialist 	<p>Excellent teaching as evidenced by at least four of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Adoption of innovative instructional strategies, as documented in candidate's summary □ Consistently above average ratings (at least 3.75) on student evaluations across a majority of courses □ Consistently available to advise students, as documented in candidate's 	<p>Superior teaching as evidenced by at least five of the following:</p> <ul style="list-style-type: none"> □ Development of well organized, comprehensive syllabi for all assigned courses □ Development of "new" course(s) or significant redesign of existing course(s) for programs in ELPS □ Adoption of innovative instructional strategies, as documented in candidate's summary □ Consistently superior ratings (above 4.0) on student evaluations across

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Scholarship/Creativity				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	<p>Contributions to the professional literature as evidenced by one of the following, for example:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Author of 1 peer-reviewed publication (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 1 local, state, regional, or national presentation 	<p>Worthy contributions to the professional literature as evidenced by two of the following, for example:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Contributing author for the development of at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) <input type="checkbox"/> At least 2 local, state, regional, or national presentations 	<p>Exceptional contributions to the professional literature as evidenced by two of the following, for example :</p> <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least one internal or external research grant <input type="checkbox"/> Author of at least 2 peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter) at least one of which is a primary authorship <input type="checkbox"/> At least 2 national presentations, and a third local, state, 	<p>Extraordinary contributions to the professional literature as evidenced by two of the following, for example:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Initiates/submits application for at least two internal or external grant or serves as principal investigator of grant <input type="checkbox"/> Author of 3 or more peer-reviewed publications (with or without collaborators) or equivalent (e.g., completion of book chapter, chapter in research handbook,

			regional, or national presentations	etc.), at least one of which is a sole authorship <input type="checkbox"/> At least 2 national, plus 2 local, state, regional, or national presentations <input type="checkbox"/> Substantial work on technical report or scientific abstract
Service				
Faculty member meets less than one of the expectations outlined in the cell to the right of column..	A record of service as evidenced by one of the following: <input type="checkbox"/> Involvement in department, college, university, <u>OR</u> community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization <u>OR</u> professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal <u>OR</u> one national	A record of service as evidenced by two of the following: <input type="checkbox"/> Involvement in department, college, university, <u>OR</u> community service <input type="checkbox"/> Service to at least 1 state, regional, or national organization <u>OR</u> professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional or national journal <u>OR</u> one national	Substantial service involvement as evidenced by three of the following: <input type="checkbox"/> Leadership in department, college, university <u>OR</u> community service <input type="checkbox"/> Leadership in <u>or</u> service to at least 2 state, regional, or national organizations <u>OR</u> professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,	Exemplary service involvement as evidenced by four of the following: <input type="checkbox"/> Leadership in department, college, university <u>OR</u> community service <input type="checkbox"/> Leadership in <u>or</u> service to at least 2 state, regional, or national organizations <u>OR</u> professional associations <input type="checkbox"/> Serve as a reviewer for at least one regional,

	organization conference	organization conference	national or international journal <u>OR</u> one national organization conference	national or international journal <u>OR</u> one national organization conference
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