

**APPENDIX A:  
Criteria for Performance Evaluations of Tenured Faculty Members**

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| <p><b>To <u>meet expectations</u>, tenured faculty must achieve <u>each</u> of the following.</b></p>   | <p><b>To <u>exceed expectations</u>, tenured faculty must achieve the following in teaching and <u>one</u> of the other areas (scholarly/creative activities OR service).</b></p>  |
| <b>Teaching</b>   |  |
| <p>Documentation of successful completion <u>each year</u> of at least one faculty development activity that focuses on teaching effectiveness.</p>   | <p>Evidence that ongoing efforts to improve instruction have had a positive impact on student learning.</p>  |
| <p>Satisfactory ratings of teaching by students, faculty peers, and department chair <u>each year</u>.</p>  | <p>Ratings of teaching by students, faculty peers, and department chair that are consistently higher than departmental averages.</p>   |
| <b>Service</b>  |  |
| <p>One significant university, community, or professional service activity <u>each year</u> that requires at least ten hours of work per year.</p>  | <p>Evidence of positive impact of service activities, as reflected in leadership roles, documented improvements resulting from service activities, recognitions and awards, participant reviews, and other evidence of positive impact as appropriate to the type of service activity.</p>   |
| <p>Ongoing participation in and consistent support of departmental, college/school, and university initiatives and programs.</p>  |  |
| <b>Scholarly/Creative Activities</b>  |  |
| <p>At least one significant (Category One) scholarly or creative work during the post-tenure review cycle. These works must be consistent with guidelines of the department, school/college. Colleges/schools may develop criteria that exceed this university-wide minimum, but such guidelines must be approved by the faculty and published on the unit website and other locations to ensure faculty awareness of these criteria.</p> | <p>At least two significant (Category One) scholarly or creative works during the post-tenure review cycle with evidence of consistently positive impact of scholarly/creative works as reflected in citations of work, professional recognitions and awards, peer reviews, and other evidence of positive impact as appropriate to the type of scholarly/creative works. Colleges/schools may develop criteria that exceed this university-wide criterion, but such guidelines must be approved by the faculty and published on the unit website and other locations to ensure faculty awareness of these criteria.</p> |

**\*Category 1 Scholarly/Creative Activities:**

**A work that demonstrates highest level of professional accomplishment, expertise, and recognition.**

a. Article, creative work, book chapter, or book that has been reviewed by peers and has national or international scope. **Required documentation:** Digital Measures "Intellectual Contributions" Report; must specify that article was peer reviewed; date of publication must be specified for inclusion in departmental report.

b. Peer reviewed scholarly presentation for state, regional, national, or international conference or meeting. **Required documentation:** Digital Measures "Presentation" Report; The "Scope" Field must be completed. The "Date" field must be completed for inclusion in departmental report.

c. Exhibit or performance in state, regional, national, or international venue. **Required documentation:** Digital Measures "Artistic and Professional Performances and Exhibits" Report; the "Scope" field must be completed; The "Start and End dates" fields must be completed for inclusion in departmental report.

d. Competitive grant proposal or competitive grant renewal funded during the reporting period. **Required documentation:** Report from RAMASes. (Multi-year grant reported only in year awarded or renewed.)