

Annual Faculty Evaluation Rubrics for Full-time Faculty
Department of Mathematics and Statistics
 January 10, 2014

Student evaluation of teaching

Included are: IDEA reports, recognition letters citing “significant impact,” other student recognition of teaching.

Does not meet expectations	1	Clear evidence of unfavorable student perceptions of the faculty member’s teaching
Meets expectations	2	For the majority of class sections, student ratings are satisfactory
Exceeds expectations	3	For all class sections, student ratings are completely satisfactory
Greatly exceeds expectations	4	Rare or exceptional student ratings

Faculty evaluation of classroom teaching materials

Included are: syllabi and final exams for each course taught; samples of class handouts, tests, assignments, lecture notes, innovative techniques; peer classroom observation reports (if applicable); teaching awards. The combination of materials submitted should be sufficient to determine appropriate rigor and depth of coverage.

Does not meet expectations	1	Inadequate course materials, inappropriate rigor in exams, or poor course planning or organization
Meets expectations	2	Adequately designed course materials, appropriate rigor in exams, and good course planning and organization
Exceeds expectations	3	Several of these descriptions should apply: well-designed course materials; superior exam construction; excellent course planning and organization; evidence of conscientious, innovative or effective teaching
Greatly exceeds expectations	4	Evidence of rare or exceptional classroom teaching efforts

Teaching activities outside the classroom

Included are: advising, DIS, honors or masters theses, master's projects, internships, curricular development, capstone project mentoring, development of assessment tools, and other academic activities involving learning beyond the classroom.

No expectations	NR	There is no expectation for this faculty in this category
Does not meet expectations	1	No involvement in teaching activities outside the classroom
Meets expectations	2	Some involvement in teaching activities outside the classroom
Exceeds expectations	3	Substantial involvement in teaching activities outside the classroom
Greatly exceeds expectations	4	Rare and exceptional involvement in teaching activities outside the classroom

Research record (in the last three years)

Included: research publications, conference presentations or invited research talks, external grants.

No expectations	NR	There is no expectation for this faculty in this category
Does not meet expectations	1	No peer-reviewed papers published or accepted or submitted; no presentations to professional audiences*
Meets expectations	2	One paper submitted or accepted or published; or one external grant proposal submitted or accepted; or a presentation at a professional conference
Exceeds expectations	3	Multiple instances of paper(s) published or external grant(s) funded. Individual accomplishments of high quality may also be recognized by this rating
Greatly exceeds expectations	4	Rare or exceptional accomplishments in research

*There is no expectation in research for non-research-active faculty or lecturers.

Scholarship and professional development (in the last three years)

Included are: ongoing research projects; participation/presentations in on-campus seminars/colloquia; course-work and self-study; textbooks/expository articles/software written; professional activities such as professional meetings attended, participation in short courses, workshops, summer institutes, scholarly contributions to the profession (including experience convening conferences, editing or reviewing submissions for journals or other publications, and evaluating grant applications for professional or academic organizations), academic and professional consulting.

No expectations	NR	There is no expectation for this faculty in this category
Does not meet expectations	1	Little evidence of involvement scholarship and professional development activities
Meets expectations	2	Evidence of continuing involvement in scholarship and professional development activities
Exceeds expectations	3	Substantial involvement in scholarship and professional development activities
Greatly exceeds expectations	4	Rare or exceptional accomplishments in scholarship and professional development activities

Departmental service

Included are: committee work, course coordination, student recruitment activities, writing letters of recommendation for students, or other departmental support or leadership.

No expectations	NR	There is no expectation for this faculty in this category
Does not meet expectations	1	Little to no involvement in assigned service roles
Meets expectations	2	Conscientious involvement in assigned committees, departmental meetings and leadership roles
Exceeds expectations	3	Evidence of initiative, significant contributions or a particularly heavy service load
Greatly exceeds expectations	4	Rare or exceptional contributions to departmental service

Extra-departmental service

Included are: college and university committee work, Faculty Senate involvement, service to professional organizations, community service related to professional expertise.

No expectations	NR	There is no expectation for this faculty in this category
Does not meet expectations	1	No involvement in extra-departmental service*
Meets expectations	2	Some service to the college, university, the profession, or the community (related to professional expertise)*
Exceeds expectations	3	Significant service contributions to the college, university, the profession, or the community (related to professional expertise)
Greatly exceeds expectations	4	Rare or exceptional contributions to extra-departmental service

*For assistant professors in their first year and lecturers, there is no expectation of extra-departmental service. In such cases, no extra-departmental service merits a rating of "meets expectations."