

Department of Political Science
Departmental Criteria and Weigh Ranges for Biennial Review

April 1, 2013

1. Teaching

Exceeds Expectations:

A faculty member consistently teaches courses at a very high level. This may be demonstrated by:

- a) Earning extra-departmental awards for teaching;
- b) Having a majority of one's courses earning SIR scores for questions #13 (concern for students), #29 (student learning), #36 (rigor of course), and #40 (quality of teaching) that are at or above the means for the four social science departments (Poli Sci, Economics, CCJ, and Psychology) when taking into account course level, class size, whether the course is offered online or on campus, and whether it is a disciplinary course or a Foundational Studies course. This serves as the baseline. In addition, the departmental evaluation of teaching that exceeds expectations will also take into consideration:
 - peer teaching evaluations
 - teaching load
 - the number of course preps
 - the number of new course preps
 - the incorporation of a high degree of experiential learning and/or community engagement components into courses
 - the incorporation of innovative teaching pedagogies
 - other evidence of teaching excellence provided by the faculty member

For faculty using e-SIRs and/or teaching graduate-level courses, similar procedures will be used but the equivalent e-SIR scores will be used as the baseline rather than the SIR scores.

Does Not Meet Expectations:

A faculty member regularly engages in one or more of the following practices:

- teaches courses in a fashion that produces substantiated breaches of propriety or professionalism, including failure to complete required attendance or midterm or final grade reporting
- refuses to have his/her teaching evaluated
- does not substantively cover the prescribed course content
- A faculty member has student evaluations that are consistently below those typical of departmental colleagues on our four key questions when using the means from the four social science departments
- generally fails to provide an appropriate environment to facilitate learning

2. Scholarship

Exceeds Expectations:

Scholarly contributions in Political Science encompass a wide range of activities. To meet the criteria for exceeding expectations, a faculty member would need two or more peer-reviewed journal articles (or their equivalent, such as major external grants awarded, books or book chapters, contracted policy reports, etc.) in the biennium.

We will treat co-authored publications on a case-by-case basis and will consider the effort and quality of the faculty author's contribution in each coauthored publication. We expect that the total effort of the faculty member should reach the standard.

Does Not Meet Expectations:

A faculty member has not met expectations if that person fails to meet at least one of the following criteria:

- Publication of a peer-reviewed journal article (or its equivalent) over the course of the biennium
- Submission of a manuscript for review
- Demonstration of substantive progress on any scholarly project over the course of the biennium
- Evidence presented of sustained scholarly activity over the biennium leading to its dissemination through presentations, articles, or books

3. Service

Exceeds Expectations:

A faculty member consistently participates in service activities within the profession, discipline, University, college, department, and/or community, making a meaningful positive difference for colleagues as a result of that service in a way that is well beyond that typical of colleagues. Examples of such service include:

- Positions of leadership on faculty governance bodies
- Participation on multiple committees with significant impact
- Consistent engagement with the community or profession that has significant impact

Does Not Meet Expectations:

A faculty member fails to work with colleagues to advance the mission of the department, college, and/or University. S/He refuses to participate in substantive service activities.

4. Range of Weights in the Political Science Department for the Three Primary Areas of Faculty Efforts

Teaching:	40% – 80%
Scholarship:	20% – 50%
Service:	10% – 40%
Other University Assignment:	0% – 100%