

Department of Political Science  
Biennial Evaluation Standards  
October 10, 2018

## Teaching

***Meets Expectations:*** Teaches all assigned courses with appropriate content. Teaches in a professional manner. These qualities may be evidenced by any or all of the following markers:

- Student course evaluations.
- Peer teaching evaluations
- Teaching load
- Number of courses prepped,
- Number of new courses over the biennium
- Presence of EL/CE components in assigned courses
- Innovative pedagogies
- Other evidence as determined by the department, such as, but not limited to, peer syllabus evaluations and teaching awards peer syllabus evaluations and eaching awards

***Does Not Meet Expectations:*** Fails to meet his/her teaching responsibilities as laid out in section 310.1 of the University Handbook, or 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, interim or final grade reporting;
- refuses to have his/her teaching evaluated;
- does not substantively cover the prescribed course content;
- has evaluations well below those typical of departmental colleagues,
- or generally provides an environment inappropriate to facilitate learning.

## Scholarship

***Meets Expectations:*** A faculty member shall be evaluated as “meeting expectations” if that faculty member, over the biennium:

- Publishes in a peer-reviewed journal, and/or
- Submits a manuscript for review, and/or
- Demonstrates progress on any scholarly project, and/or
- Presents evidence of sustained scholarly activity over the course of the biennium: conference activity, works with students to produce scholarship

***Does Not Meet Expectations:*** A faculty member shall be evaluated as not meeting 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

## Service:

**Meets Expectations:** A faculty member is deemed to have met expectations in this category if that person participates in service activities within, and promotes the mission of, one or more of the following:

- the profession
- the discipline the college
- the department
- University
- the greater community.

**Does Not Meet Expectations:** A faculty member does not meet expectations in this category if that person fails to work with colleagues to advance the mission(s) of the profession; and/or the discipline; and/or the college; and/or the college; and/or the university; and or the community; or if that per refuses to participate in (any) substantive service activities.

**Overall:**

**Contributing:** A faculty member shall be judged as “contributing” if:

She or he is judged “contributing” in the area that person has ranked first; AND

He or she is judged as “contributing” in at least one of the other areas.

**Contributing below Expectations (proposed):** A member of the faculty shall be evaluated as “contributing below expectations if judged *Does Not Meet Expectations* in his/her first-ranked area; or if similarly judged in two or more areas, whatever their rank.