

Department of Political Science
Annual and Triennial Evaluation Standards
April 2021

Teaching

Meets Expectations: Teaches all assigned courses with appropriate content in the course of the previous year. 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 triennial
- 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 teaching awards

Does Not Meet Expectations: Fails to meet, in the course of the previous year, 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 (student and peer) well below those typical of departmental colleagues. All evaluations shall be considered.
- 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 course of the past year

- Publishes in a peer-reviewed journal, and/or
- Submits a manuscript for review, and/or
- Demonstrates progress on any scholarly project, and/or
- Over the course of the past year, presents evidence of sustained scholarly activity, such as conference activity and work 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 past year
- Submission of a manuscript for review in the past year
- Demonstration of substantive progress on any scholarly project over the course of the past year
- Over the course of the past year, presents evidence of sustained scholarly activity, such as conference activity and work with students to produce scholarship.

Service:

Meets Expectations: A faculty member is deemed to have met expectations in this category if that person, over the course of the previous year, 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, in the course of the previous year, 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 person refuses to participate in (any) substantive service activities.