

College Policy on the Five Evaluation Categories for Senior Lecturer and Lecturers

(Revised September 2011)

Teaching Effectiveness	
Below Expectations 1	Problematic classroom or other teaching performance; unreliable advising and availability; indifference or resistance to meeting teaching standards.
Fair 2	Meets minimal qualitative expectations in the classroom; acceptable advising and/or availability; little or no curricular development.
Good 3	Fulfills all teaching and advising responsibilities; solid work in the classroom and advising/mentoring students; some effort to improve.
Excellent 4	Recognized overall excellence in teaching, advising, mentoring; useful contribution to curriculum/program development and/or fostering student research.
Extraordinary 5	Truly exceptional performance by both department and College standards; extraordinary classroom teaching, advising, and mentoring; major contribution to curriculum/program development and/or fostering student research.
Professional Activity	
Below Expectations 1	No or minimal professional activity appropriate to discipline, or activity of a quality below expectations given rank and position; no evidence of any plan for future professional activity.
Fair 2	Some commitment to ongoing professional development appropriate to discipline, for example, reading professional journals, staying current with research in the field or engaging in constructive conversations on pedagogy with colleagues within the program or department.
Good 3	Commitment to ongoing professional development appropriate to discipline, such as attending a professional conference or discipline-appropriate program/workshop, submitting work for publication, or providing evidence of work on a professional or creative project; solid evidence of future plans with high likelihood of successful completion.
Excellent 4	Recognized professional activity appropriate to the discipline, which may include: attending or presenting at professional conferences; placing work in appropriate professional or creative publications; participating in performances, exhibitions, or readings at respected venues; or ongoing research and progress on a major professional or creative project with high likelihood of successful completion.
Extraordinary 5	Truly exceptional professional or creative activity and achievement appropriate to the discipline that may include: completion of important professional or creative projects, significant publication, presenting a talk or performance at a highly-respected venue, or securing funding for a significant regional or national grant proposal.
Faculty Service	
Below Expectations 1	Little or no useful activity in serving the program/department, College, University, or profession.
Fair 2	A minimal level of useful activity, relative to rank and seniority, in serving the program/department, College, University or profession.
Good 3	Meets basic obligations well; provides useful and effective service, appropriate to rank and seniority, in serving the program/department, College, University, or profession.
Excellent 4	Exceeds basic obligations; provides excellent service in important projects, appropriate to rank and seniority, in serving the program/department, College, University or profession.
Extraordinary 5	Truly exceptional effort and results in important projects, appropriate to rank and seniority, in serving the program/department, College, and University; truly extraordinary service in one of these areas, or in service to the profession, or in contributing one's professional expertise to the community.