

**Pre-Tenure Rubric  
Teaching**

<b>Category</b>	<b>Satisfactory Progress YES</b>	<b>Satisfactory Progress NO</b>	<b>Suggested Assessment Source(s)</b>	<b>Comments</b>
<b>Currency</b>	Shows satisfactory command of subject matter	Shows poor command of subject matter	Peer/ Chair's Evaluations	
	Average teaching materials and methods	Poor teaching materials and methods	Peer / Chair's Evaluations and self-evaluation	
<b>Student Perception of Learning</b>	Shows satisfactory teaching/ learning strategies	Shows poor teaching and learning strategies	Peer, Chair's, & Student Evaluations	
	Satisfactory student participation; some promotion shown for the intellectual development of students	Little or no student class participation; does not promote the intellectual development of students	Peer, Chair's, & Student Evaluations; review of class tests and assignments	
	Satisfactory teacher/student engagement and rapport and maintains class control	Poor teacher/ student engagement and rapport and minimal control in the classroom	Peer, Chair's, & Student Evaluations	
	Satisfactory communication skills	Poor communication skills	Peer /Chair's Evaluations	
<b>Peer Review - Syllabi</b>	Satisfactory plan for class observed; satisfactory class syllabus showing learning outcomes and appropriate assessment mechanisms	Disorganized plan for class observed; class syllabus shows poorly defined outcomes and inappropriate assessment mechanisms	Review of Class Syllabus & Plan for Class Observed	
<b>Advising</b>	Mentors/advises program majors	Has not mentored or advised program majors	Chair's/Self and Divisional Evaluation Committee	

**Pre-Tenure Rubric  
Scholarship**

Category	Satisfactory Progress YES	Satisfactory Progress NO	Suggested Assessment Source(s)	Comments
<b>Contributions to Scholarship (examples of scholarship listed in Faculty Handbook Bylaws)</b>	Has published in print/online at least one article, chapter, book, monograph, or creative work; produced, exhibited, or performed at least one creative work in appropriate venues; presented at least one scholarly peer-reviewed paper at professional conferences; developed peer reviewed software; and/or assisted with one grant project.	<i>Has not</i> published in print/online at least one article, chapter, book, monograph, or creative work; produced, exhibited, or performed at least one creative work in appropriate venues; presented at least one peer-reviewed paper at professional conferences; developed peer reviewed software; or has not been involved in any grant projects.	Professional journals/ websites or conference program; programs of performances or exhibits; photographs or CDs. Grant Proposal or Report; Chair's/Self Evaluation	
	Has completed at least one review of books, computer programs, textbooks published in appropriate professional journals or presses, providing peer review for journals or presses, published case studies, or creating national exams; created materials for use by other organizations/agencies; was a consultant/panelist within the field of specialization; and/or obtained formal certification for the purpose of developing professional expertise.	<i>Has not</i> completed at least one review of books, computer programs, textbooks published in appropriate professional journals or presses, providing peer review for journals or presses, published case studies, or creating national exams; created materials for use by other organizations/agencies; was a consultant/panelist within the field of specialization; and/or obtained formal certification for the purpose of developing	Flyer; Chair's/Self Evaluation	

**Pre-Tenure Rubric**  
**Department/Division, College, or University Service; and Community Service**

Category	Satisfactory Progress YES	Satisfactory Progress NO	Suggested Assessment Source(s)	Comments
<b>Service to the Department</b>	Participates in committee work in the department, program development activities, program reviews, accreditation reports; works with student groups, clubs or organizations; and participates in student recruitment activities.	<u>Has not</u> participated in committee work in the department, program development activities, program reviews, and accreditation reports; has not worked with student groups, clubs or organizations; or participated in student recruitment activities.	Chair's/ Self Evaluation; Committee Minutes	
<b>Service to the College</b>	Participates in committee work at the college level, works on college-based initiatives, is a program or department coordinator, acts as a faculty mentor.	<u>Has not</u> participated in committee work at the college level, has not worked on college-based initiatives, is not a program or department coordinator, does not act as a faculty mentor.	Chair's/Self Evaluation; Committee Minutes	
<b>Service to the University</b>	Participates in committee work at the university level, works on university-wide initiatives, assumes formal leadership roles (chair of committee, office of the senate), develop and maintain special collections and facilities, sits on or serves as an officer for a professional organization, organizes and offers workshops for faculty/staff.	<u>Has not</u> participated in committee work at the university level, worked on university-wide initiatives, assumed formal leadership roles (chair of committee, office of the senate), has not developed and maintained special collections and facilities, does not sit on or serve as an officer for a professional organization, has not organized and offered workshops for faculty/staff.	Chair's/Self Evaluation and Committee Minutes	
<b>Service to the Community</b>	Provides diagnostic or adjudication services to students and the public; gives general presentations (not scholarly) within professional expertise; serves as board member, officer, volunteer or consultant to off campus community organization/agency; participates in public activities which brings positive recognition to individual and university; and/or organizes and offers workshops.	<u>Has not</u> provided diagnostic or adjudication services to students and the public; does not give general presentations (not scholarly) within professional expertise; does not serve as board member, officer, volunteer or consultant to off campus community organization/agency; does not participate in public activities which brings positive recognition to individual and university; and/or organizes and offers workshops.	Chair's/Self Evaluation Committee Minutes	

