

Annual Evaluation Rubrics

All faculty are rated with ratings and scores of:

0-19	20-49	50-79	80-100
Unsatisfactory	Satisfactory	Strong	Outstanding

	Points/unit
1. Published/Accepted coauthored refereed article	25
2. Published/Accepted Solo refereed article	30
3. Published/Accepted Solo refereed article with student	30
4. Published/Accepted coauthored refereed article in A/B journal	35
5. Published/Accepted Solo refereed article in A/B journal	40
6. Published/Accepted Solo refereed article with student in A/B journal	40
7. Published/Accepted non-refereed article	10
8. Papers accepted for peer-reviewed conference	10
9. Publication of courseware (teaching manual; examples etc)	5
10. Other accepted publication (Book, book chapters)	10
11. Received funding for research (internal) (e.g., grants, contracts/sponsored research)	25
12. Received funding for research (external) (e.g., grants, contracts/sponsored research)	35
13. Received unfunded industry/community research project	10
14. Improved H-score	5
15. Won research award	15
16. Submitted proposals for internal research funding (e.g., grants, contracts/sponsored research)	10
17. Submitted proposals for external research funding (e.g., grants/contracts/sponsored research).	15
18. Submitted refereed article (for the first time submitted)	5
19. Submitted technical report/white paper	10
Total	

*Note:

- **Outstanding**
 - a. Two mandatory peer reviewed articles per year and evidence of other scholarship as stated in the Table. The total score should be 80 and over

- **Strong**
 - a. One mandatory peer reviewed article per year and evidence of other scholarship as stated in the Table. **OR**
 - b. One external grant per year and evidence of other scholarship as stated in the Table. The total score should be 50 and over

- At the discretion of the Associate Dean:
 - a. Award bonus points (e.g., for larger grants; external grants, book)
 - b. Decide to award strong or outstanding when mandatory requirements are not met

Passed unanimously on March 5, 2021