

**PhD Faculty**

		<u>Metric for "Standard" (=2.0 out of 4.0 eval score)</u>	<u>Criteria</u>	<u>Bonus (Other examples should be reviewed in consultation w/ Leadership Council)</u>
Scholarship	Publications	1-2 peer-reviewed papers per year as key contributor  Met (1 point); Not met (0-0.5 points)	Key contributor; ISI indexed journals. Key contributor can be: corresponding author or co-corresponding author, or a significant role in design and writing. A "typical" P&T packet would have 8-12 papers.	0.5 points for: Each paper over minimum number of papers; high index journal; Receiving Research Excellence Awards.
	Grants	1 funded proposal over 3 year period.  Met (1 point); Not met (0-0.5 points)	External; For contracts, must be PI or Senior Collaborator	0.5 points for: Each grant funded over minimum number; Large grants (exceeding \$500,000/2 yr period to PI); grants that fund stipend and tuition of 1 or more graduate students
Teaching	Load	As contractually obligated  Met (1 point); Not met (0-0.5 points)		0.5 points for: Overload; Large class sizes; Professional development/training related to teaching/mentoring; Course development; Teaching Excellence Awards
	Quality	Peer Evaluation within the calendar year Average or above (0.25 points); Below average (0-0.2 points). Students Exels		
	Quality	Average or above (0.25 points); Below average (0-0.2 points).	Minimum of 5 (graduate) or 10 (undergraduate) students responding	
	Graduate Students	Evidence of graduate student mentoring and progression (1 PhD, 1 MS student in a 2 year period)  Met (0.5 points); Not met (0-0.2 points).	Students meeting milestones (see spreadsheet from Ronnie)	0.5 points for: Exceptional student progression (i.e., more than 1 PhD student graduating in a year); prestigious student awards (i.e., national fellowships, elected to national professional society graduate student office); service on a high number of grad student committees
Service	Department	3 committees from department, college, university for senior faculty 1 committee to meet standard Met (0.5 points); Not met (0-0.25 points)		0.5 points for: Committee chair; journal editor; journal reviewer for more than 6 papers; community outreach/service that increases visibility of TAMUCC; serving on high-time-impact committees
	College	1 committee to meet standard Met (0.5 points); Not met (0-0.25 points)		
	University	1 committee to meet standard Met (0.5 points); Not met (0-0.25 points)		
	Professional	As defined in consultation w/ Chair Met (0.5 points); Not met (0-0.25 points)		