### PhD Faculty

<table>
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<tr>
<th>Metric for &quot;Standard&quot; (=2.0 out of 4.0 eval score)</th>
<th>Criteria</th>
<th>Bonus (Other examples should be reviewed in consultation w/ Leadership Council)</th>
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</table>
| **Scholarship** | 1. Peer-reviewed papers per year as key contributor  
Max (1 point); Not met (0-0.5 points) | Key contributor; ISI indexed journals.  
A "typical" P&T packet would have 8-12 papers.  
0.5 points for each paper over minimum number; High index journal; Receiving Research Excellence Awards. | 0.5 points for each grant funded over minimum number; Large grants (exceeding 100,000 per year or PI); grants that fund stipend and tuition of 1 or more graduate students. |
| **Grants** | 1 funded proposal over 3 year period.  
Max (1 point); Not met (0-0.5 points) | External; Projects, must be PI or senior collaborator | 0.5 points for exceptional student progress (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 high number of graduate student committees. |

### Teaching

| Level | As contractually obligated | 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 (3.00 points); Below average (3.0-1 point); Students feel  
Average or above (3.00 points); Below average (3.0-1 point). | Minimum of 3 (graduate) or 10 (undergraduate) students responding | 0.5 points for excellent student progress (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 high number of graduate student committees. |

### Graduate Students

| Evidence of graduate student mentoring and progression (1 PhD, 1 MS student in a 2 year period) | 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 high number of graduate student committees. |
|-------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
| Max (0 points); Not met (0-0.2 points) | 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 high number of graduate student committees. | 0.5 points for:  
Exceptional student progress (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 high number of graduate student committees. |

### Service

| Department | 1 committee on department, college, university faculty | 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-impact committees. |
| College | 1 committee on department, college, university faculty | 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-impact committees. |
| University | 1 committee on department, college, university faculty | 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-impact committees. |