Texas A&M University-San Antonio

Faculty Annual and Continuation Review
Performance Indicators

Teaching

Outstanding (5 pts)

1. Based on the student evaluation instrument, outstanding in teaching = 4.40-5.00.
   (overall average over the 9 dimensions)

2. Evidence supportive of outstanding teaching to include syllabi for all courses taught in the calendar year that contain items “a” through “h” as specified below:
   a. an overview of the course and any special emphasis in content, or target audience, indicating current and comprehensive content coverage.
   b. instructional or learner objectives.
   c. requirements for student attendance, performance, papers, etc.
   d. criteria for evaluation, including description of assignments and determination of grades.
   e. calendar/schedule, including dates for assignments, tests, etc.
   f. assigned readings and/or recommended readings and, where appropriate,
   g. study guides/bibliographies.
   h. requirements for field-based work, where appropriate and possible.

3. Demonstrate/document the use of appropriate techniques or the teaching of one or more courses new to the faculty member and the development of innovative and stimulating materials for at least one class, or participation in faculty development activities designed to improve instructional practice.

4. Demonstrate/document how student needs are met.

5. Demonstrate/document outstanding use of technology for teaching.

Very Good in Teaching (4 pts)

1. Student evaluation instrument, very good in teaching = 4.00 – 4.39.

2. Have syllabi for all courses taught in an academic year that provide evidence of content in items (a) through (f) and, where appropriate, (g and h) (see above).

3. Demonstrate/document the use of appropriate techniques or the teaching of one or more courses new to the faculty member and the development of innovative and stimulating materials for at least one class, or participation in faculty development activities designed to improve instructional practice.
Good in Teaching (3 pts)

1. Student evaluation instrument, good in teaching = 3.50 – 3.99.

2. Have syllabi taught in an academic year that provide evidence of content in items (a) through (f) and, where appropriate, (g and h) (see above).

Minimally Satisfactory in Teaching (2 pts)

1. Student evaluation instrument, minimally satisfactory in teaching = 2.50 – 3.49.

2. Have syllabi for all courses taught in an academic year that provide evidence of content in items (a) through (f) and, where appropriate, (g and h) see above.

3. Other evidence of minimally satisfactory instruction

Unsatisfactory in Teaching (1 pt)

1. Student evaluation instrument, unsatisfactory teaching = Below 2.50.

2. Syllabi do not adequately address items (a) through (h) above.

3. Other evidence of poor instruction or lack of professionalism related to teaching

Scholarly Activity

Outstanding (5 pts)

1. Have at least one peer reviewed publication accepted or published in a national peer reviewed journal in the discipline or at least two peer reviewed articles in state or regional refereed journals or have a scholarly book or monograph accepted for publication or published by a scholarly press, or external grant award.

2. Have at least one other publication or provide evidence of other substantive scholarly activity among which may be the award of a grant, presentation of paper(s) at national, regional, or state professional conferences or the creation of an innovative work (in print, other media and/or electronic form) which has implications for educational leadership or policy or a chapter in a scholarly book.

Very Good in Scholarly Activity (4 pts)

1. Have at least one peer reviewed publication accepted or published or have made progress toward the completion of a book or have submitted a book for possible publication by a scholarly press, or publication of a textbook which shows command of a discipline or field within a discipline.

2. Show evidence of other substantive scholarly activity such as submission of a major grant proposal or presentation of paper(s) at national, regional, or state conferences or have created an innovative work in print, other media, and/or electronic form which has implications for instructional practice.

3. Submission of grant for external funding
Good in Scholarly Activity (3 pts)

Present evidence of two of the following:

1. Ongoing scholarly activity leading to possible publications, to include submission of an article to a peer-reviewed journal, presentation of paper(s) at national, regional, and state conferences.

2. Demonstrate progress on a book.

3. Submission of a grant for internal funding proposal.

4. Progress toward development of an appropriate work in print, other media, and/or electronic form which has implications for educational leadership or policy.

Minimally Satisfactory in Scholarly Activity (2 pts)

Should present evidence of one of the following:

1. Ongoing scholarly activity leading to possible publications, to include submission of an article to a peer journal, presentation of paper(s) at national, regional, and state conferences;

2. Demonstrate progress on a book;

3. Development of an innovative work in print, other media, and/or electronic form which has implications for instructional practice.

Unsatisfactory in Scholarly Activity (1 pt)

Demonstrates no active scholarly activity.

Service

Outstanding (5 pts)

1. Document high level of participation/involvement in enhancing the mission of the University/College/Department and/or strengthens the University. Continuing and substantive contributions in at least two of the three traditional service areas: (a) advising, counseling and other student services; (b) administrative and committee service in the Department, College, and University; and (c) public and/or professional service to the community, state, and nation.

2. Satisfactory or above in a third area.

Very Good in Service (4 pts)

Document high level/involvement, which results in enhancing the mission of the University/College/Department and/or strengthens the institution. Continuing and substantive contributions in one service area, with participation or activity in the other two.
**Good in Service** (3 pts)

Documentation of limited, but adequate, participation or activity in two of the three service areas.

**Minimally Satisfactory in Service** (2 pts)

Documented very limited participation in one of the three service areas.

**Unsatisfactory in Service** (1 pt)

Performs at a level below minimally acceptable standards. Little or no documentation or evidence of participation/involvement in service.