

## Department of Political Science & Criminal Justice

### PROFESSOR REVIEW/EVALUATION POLICY

The following criteria will be used in all reviews of professors through the Fall 2005 semester as follows:

#### **Annual Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.00 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least one university service commitment during the academic year;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activity during the academic year.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least one university service commitment during the academic year.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.0 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least one university service commitment during the academic year.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 2.5 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 2.0 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness.</li> </ul>

**Third Year Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.25 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least three university service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past three academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least three university service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past three academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least three university service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activity during the past three academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.00 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 2.25 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness</li> </ul>

**Associate Professorship Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.25 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least four university service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least three scholarly or professional commitment activities during the past four academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least four university service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past four academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least four university service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activities during the past four academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.00 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness.</li> </ul>

**Tenure Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least six university service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least five scholarly or professional commitment activities during the past six academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.0 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least six university service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least three scholarly or professional commitment activities during the past six academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least six university service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past six academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness.</li> </ul>

**Full Professorship Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.5 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least twelve university service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least ten scholarly or professional commitment activities during the past twelve academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.0 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least twelve university service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least eight scholarly or professional commitment activities during the past seven academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ Faculty participates in at least twelve university service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least six scholarly or professional commitment activities during the past twelve academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness.</li> </ul>

In addition to peer review comments, the following criteria will be used in all reviews of professors beginning Spring 2006 semester as follows:

**Annual Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.00 for <u>all</u> classes on the online student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.5 in all classes;</li> <li>▪ Faculty participates in at least one <del>university</del> service commitment during the academic year;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activity during the academic year.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.0 in all classes;</li> <li>▪ Faculty participates in at least one <del>university</del> service commitment during the academic year.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.0 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 2.5 in all classes;</li> <li>▪ Faculty participates in at least one <del>university</del> service commitment during the academic year.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 2.5 for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 2.25 in all classes;</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of <del>at least</del> 2.0 <b>or less</b> for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores <del>a minimum</del> <b>an</b> average of 2.0 <b>or less</b> in all classes.</li> </ul>

**Third Year Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.25 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.75 in all classes;</li> <li>▪ Faculty participates in at least three <del>university</del> service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past three academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes;</li> <li>▪ Faculty participates in at least three <del>university</del> service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past three academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 2.75 in all classes;</li> <li>▪ Faculty participates in at least three <del>university</del> service commitments during the past three academic year;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activity during the past three academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.00 for <u>all</u> classes taught in the past three academic years on the student evaluations for the question of teaching effectiveness.</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 2.75 in all classes;</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of <del>at least</del> 2.25 <b>or less</b> for <u>all</u> classes on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores <del>a minimum</del> <b>an</b> average of 2.25 <b>or less</b> in all classes;</li> </ul>

**Associate Professorship Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.25 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.75 in all classes;</li> <li>▪ Faculty participates in at least four <del>university</del> service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least three scholarly or professional commitment activities during the past four academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes;</li> <li>▪ Faculty participates in at least four <del>university</del> service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past four academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.0 in all classes;</li> <li>▪ Faculty participates in at least four <del>university</del> service commitments during the past four academic years;</li> <li>▪ Faculty participates in at least one scholarly or professional commitment activities during the past four academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.0 in all classes;.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of <del>at least 3.00</del> <b>or less</b> for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores <del>a minimum</del> an average of 3.0 <b>or less</b> in all classes.</li> </ul>



**Tenure Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 4.0 in all classes;</li> <li>▪ Faculty participates in at least six <del>university</del> service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least five scholarly or professional commitment activities during the past six academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.0 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.5 in all classes;</li> <li>▪ Faculty participates in at least six <del>university</del> service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least three scholarly or professional commitment activities during the past six academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes;</li> <li>▪ Faculty participates in at least six <del>university</del> service commitments during the past six academic years;</li> <li>▪ Faculty participates in at least two scholarly or professional commitment activities during the past six academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes.</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 <b>or less</b> for <u>all</u> classes taught since the three-year review on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a <del>minimum</del> <b>an</b> average of 3.25 <b>or less</b> in all classes.</li> </ul>

**Full Professorship Review:**

5 – Significantly Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.5 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 4.0 in all classes;</li> <li>▪ Faculty participates in at least twelve <del>university</del> service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least ten scholarly or professional commitment activities during the past twelve academic years.</li> </ul>
4 – Exceeds Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 4.0 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.5 in all classes;</li> <li>▪ Faculty participates in at least twelve <del>university</del> service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least eight scholarly or professional commitment activities during the past seven academic years.</li> </ul>
3 – Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.75 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes;</li> <li>▪ Faculty participates in at least twelve <del>university</del> service commitments during the past twelve academic years;</li> <li>▪ Faculty participates in at least six scholarly or professional commitment activities during the past twelve academic years.</li> </ul>
2 – Low Standard	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.5 for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a minimum average of 3.25 in all classes;</li> </ul>
1 – Unacceptable	<ul style="list-style-type: none"> <li>▪ Faculty member scores a mean average of at least 3.25 <b>or less</b> for <u>all</u> classes taught since the awarding of tenure on the student evaluations for the question of teaching effectiveness;</li> <li>▪ For all questions on the department-administered student evaluations, faculty scores a <del>minimum</del> <b>an</b> average of 3.25 <b>or less</b> in all classes.</li> </ul>

***Post-Tenure Review:***

Faculty *Post-Tenure Review* in the Department of Political Science and Criminal Justice will review faculty conduct and achievement since the award of tenure. It is expected that faculty under review will have discharged their professional duties *conscientiously* and with *professional competence and conduct* as per the *basic standard* fixed by University Policy and Procedure (6.1, H-5). Faculty under review must give evidence of basic standards in teaching, scholarship, service and collegiality since the award of tenure.