

DEPARTMENT OF KINESIOLOGY, RECREATION, AND SPORT STUDIES

GUIDELINES FOR THE ANNUAL REVIEW, CUMULATIVE REVIEW, & TENURE/PROMOTION PROCESS

RATING	ASSISTANT	ASSOCIATE	FULL
Outstanding (Excellent): Far exceeds expectations	Evidence of: <ul style="list-style-type: none"> exceptionally high quality teaching & advising; extensive and high profile involvement in department & community service; major contributions to the professional and scholarly literature 	Evidence of: <ul style="list-style-type: none"> exceptionally high quality teaching & advising; extensive & high profile involvement in college & regional service; major and high impact contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> exceptionally high quality teaching & advising; extensive & high profile involvement in university/national/international service; major ongoing high impact contributions to the professional & scholarly literature
More than Expected (Very Good): Exceeds expectations	Evidence of: <ul style="list-style-type: none"> excellent teaching & advising; extensive involvement in department & community service; significant contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> excellent teaching & advising; extensive involvement in college & regional service; major contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> excellent teaching & advising; extensive involvement in university & national/international service; major ongoing contributions to the professional & scholarly literature
Expected (Good): Meets expectations	Evidence of: <ul style="list-style-type: none"> good teaching and advising; involvement in department and community service; meaningful contributions to the professional and scholarly literature 	Evidence of: <ul style="list-style-type: none"> good teaching and advising; involvement in college & regional service; significant contributions to the professional and scholarly literature 	Evidence of: <ul style="list-style-type: none"> good teaching & advising; involvement in university & national/international service; significant ongoing contributions to the professional & scholarly literature
Less Than Expected (Fair): Falls short of meeting expectations	Evidence of: <ul style="list-style-type: none"> below average teaching & advising; little involvement in service activity; minor contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> below average teaching & advising; little involvement in college and regional service; minor contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> below average teaching & advising; little involvement in service activity; minor contributions to the professional & scholarly literature

Unsatisfactory (Poor): Falls far short of meeting expectations	Evidence of: <ul style="list-style-type: none"> • poor teaching & advising; • minimal involvement in service activity; • minimal contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> • poor teaching & advising; • minimal involvement in service activity; • minimal contributions to the professional & scholarly literature 	Evidence of: <ul style="list-style-type: none"> • poor teaching & advising; • minimal involvement in service activity; • minimal contributions to the professional & scholarly literature
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Notes:

- 1) Scholarly contributions are expected of all faculty members. An average of 2-3 refereed publications per year is a general expectation. First authored, senior authored, and sole authored publications are highly valued. Faculty members are expected to be grant active as appropriate for their discipline. Participation and presentations in professional conferences or other venues is valued. For tenure and promotion consideration, a faculty member must provide evidence of an independent line of research that makes important contributions to the body of knowledge. Collaborative research is also valued.
- 2) SAIS scores and other evidence of teaching effectiveness will be used to establish success in teaching. Peer evaluation of teaching is an important consideration for tenure and promotion. High quality mentoring of students (graduate and undergraduate) is an important consideration. Good mentors can provide evidence of the success of their students (winning awards, grants, participation in professional conferences, etc.).
- 3) Faculty members are expected to contribute to the work of the university by service to the department, college, and university. Each member of the department is expected to make professional contributions through service to professional societies, community organizations, etc. The extent of this service is dependent upon rank and other work-related responsibilities.