

1. Overview

The department endorses the following priority of order in the four areas of faculty performance, with (1) the most important and (4) the least:

1. Teaching
2. Research/Scholarship/Creative Accomplishments
3. University Service
4. Community Service

2. Teaching

Departmental expectations in the area of teaching performance:

Satisfaction of 1-3 meets departmental expectations. The addition of one or more combination of 4-7 meets and exceeds departmental expectations.

1. Quantitative Student Evaluations: In general, minimum mean 4.0. across all evaluated courses.
2. Qualitative Student Evaluations: pattern of positive responses to departmental questionnaire with regard to the following criteria: syllabus (clear statement of learning objectives, correlation of objectives with assignment and grading), student participation (discussion, group activities, presentations), faculty engagement, relevance and interest of academic content, satisfaction of learning objectives.
3. Peer Evaluations: The department will base peer evaluations on the following criteria: attendance, syllabus (clear statement of learning objectives, correlation of objectives with grading and assignments), relevance and interest of academic content, in-class student participation, faculty engagement.
4. Use of innovative technology.
5. Professional Development.
6. Curricular innovation, especially with an emphasis on interdisciplinary courses.
7. Service learning.

3. Research, Scholarship and Creative Activity

Departmental expectations in the area of research, scholarship and creative activity:

1. Consistent evidence of faculty engagement on annual basis. Such evidence can include the following: published essays in credible academic journals and/or books, presentations in credible academic conferences, presentations in university speaker-series, intra or inter-departmental presentations, organization of

- conferences and/or academic meetings, unpublished complete manuscripts and articles under review for publication, fellowships and grants.
2. Alternative intellectual activities that draw upon and express a faculty members academic expertise, such as, creative writing, drama and music.

4. University Service

Departmental Expectations for university service to department, school and university:

1. First year at SSU faculty: attendance at departmental meetings; participation in at least one departmental committee or activity each semester. Such activities can include the following: philosophy club, speaker series, any departmental committee, representation of department on university committees, newsletter.
2. All other faculty: one departmental committee or activity each semester; one university committee or activity each semester.

5. Community Service

Departmental Expectations for Community Service:

1. At least one community activity in relation to academic expertise, which can include presentations/lectures to professional and/or civic organizations.

6. 2-year Appointment

Departmental Expectations for 2-year reappointment:

1. Meets and exceeds expectations in all four areas of performance.