Required Elements

- Effectiveness of Course Delivery relative to standards
  - Student evaluations
  - Classroom observation
  - Student achievement of learning outcomes
  - Student performance
- Quality of Course Content Relevance & Rigor
  - Review of syllabi
  - Review of assignments and rubrics
  - Distribution of grades
- Service to the Department
  - Formal and informal service to the department
  - Role of the faculty member within the department
  - Collegiality
- Quality of Curriculum Development (if applicable)
  - Review of curriculum
  - Alignment with accreditation standards (if applicable)

Recommended Elements

- Productivity in Scholarship
  - Research and original creative work listed on CV
  - Grant funding
  - Evaluation of trajectory/scope/sustainability of habit of scholarship
- Service to the university, community, and profession
  - Formal and informal committee work and leadership
  - Formal and informal mentoring of other faculty
- Effectiveness in mentoring and advising students
- Mission and collegiality