

# Florida Atlantic University

Department of Sociology

## Sustained Performance Evaluation

Departmental Criteria

8/31/17

### General Information

In accordance with the Collective Bargaining Agreement (CBA), the University requires that tenured faculty members receive a Sustained Performance Evaluation. The stated purpose of this evaluation is to document sustained performance during the previous

## A. Evaluation Cycle

The SPE will follow a seven-year cycle for each tenured faculty member, with the following exceptions:

xAny successful application for promotion from Associate Professor to Professor resets the applicant's seven-year cycle. If such an application is unsuccessful then, upon request of the applicant the University Provost may at his/her



- x providing instructional mentorship for graduate teaching assistants
- x working on recruitment and retention of majors
- x organizing and/or participating in cocurricular events sponsored by the department
- x serving as faculty advisor to student clubs
- x contributing to College and University recruitment and retention initiatives
- x nominations for and receipt of teaching awards

## 2. Meets Scholarship Expectations for Sustained Performance

In order to assess whether or not a tenured faculty member of the department of Sociology has met research expectations during the relevant period covered by the SPE policy, the faculty member will be evaluated on the basis of the following expectations:

1. Faculty member must have a rating of good or higher for research in six (6) of his/her last seven (7) annual evaluations
2. Faculty member must have a demonstrative record of consistent original contributions indicative of research/scholarly excellence. *The following items are not intended to be a complete list but, rather, to serve as examples of the activities which may be taken into consideration in assessing continuous research excellence:*
  - a) Evidence of an active and productive research agenda:
    - a. Publication of peer-reviewed works, in traditional or electronic form (e.g., monograph, articles, book reviews, encyclopedia entries, review essays, edited works)
    - b. Research grants/book proposals, Series/Journal editorial work
  - b) Active participation in local/regional/national/international conferences/colloquia/symposia.

## 3. Meets Service Expectations for Sustained Performance

In order to assess whether or not a tenured faculty member of the department of Sociology has met service expectations during the relevant period covered by the SPE, the faculty member will be evaluated on the basis of the following expectations:

1. Faculty member must have a rating of good or higher for service in six (6) of s s

- b). Leadership positions/membership in professional associations
- c). Advising to oncampus student organizations

D. Exceeds Expectations for Sustained Performance

Faculty member has an active and productive research agenda, with a new peer reviewed scholarly book in press or in print OR as two of the following peer reviewed works in press or in print in the period under review: journal articles, book chapters, or edited works. They remain active in their field, presenting their research at