

FAU

2 *Needs*

Research and Creative Activity

The expectation of research and creative activities is that such efforts should lead to

Category A or B, depending on extent of the activity

- x Recipient of a University, local, regional, state or national award or research grant.
- x Author/editor of pedagogical method.
- x Music critic for print, broadcast or electronic media.
- x Other activities, including emerging media.
- x Materials in press

Good: One event from Category A **OR** four events from Category B

Outstanding: One event from Category A **AND** three from Category B; **OR** six from Category B; **OR** some equivalent thereof.

Exceptional: Two events from Category A **AND** four from Category B; **OR** some equivalent thereof.

Needs improvement: Does not meet the standard for Good. The designation of “Needs Improvement” serves as an indication to the faculty member that future progress in this category is expected and that a performance improvement plan will be developed to clarify standards and set a timetable for remediation.

Unsatisfactory: 428.52 The faculty member must demonstrate performance that either egregiously fails to meet expectations in at least one aspect in research and creative activity under consideration or generally fails to meet expectations in several aspects of the category under consideration during the review period. The designation of “Unsatisfactory” serves as a warning to the faculty member that significant improvement is urgently required, that a performance plan will be developed to clarify standards and set a timetable for remediation, and that sanctions may be imposed if these standards and/or timetable are not met.

- x Chair of a committee in a national or international professional organization

Category B:

- x Member University or College committee
- x Officer of a state, regional or local professional organization
- x Chair of a committee in a state, regional or local professional organization
- x Departmental area head/area director

Category C:

- x Chair of Departmental committee
- x Member of international, national, state, regional, or local professional organization
- x Public service in a professional capacity, such as membership on a community arts organization committee or board.
- x Member of Departmental committee
- x Managing or providing performance support for university events: commencement, gala, convocation, orientations
- x Mentoring junior faculty
- x Departmental support: concert house manager, staffing university outreach events (university EXPOS, orientation, open houses).

Good: One activity in category B **OR** two in category C for assistant professor; one in category B **AND** two in category C for tenured faculty.

Outstanding: Meets the standard for Good **AND** two activities from category C for assistant professor; meets the standard for Good **AND** two additional activities from category C for tenured faculty; **OR** some equivalent thereof.

Exceptional: Meets the standard for Outstanding **AND** additional activity from category C for assistant professor; meets the standard for Outstanding **AND** one activity from category A **OR** additional activities from category B for tenured faculty; **OR** some equivalent thereof.

Needs improvement: Does not meet standard for Good. The designation of “Needs Improvement” serves as an indication to the faculty member that future progress in this category is expected and that a performance improvement plan will be developed to clarify standards and set a timetable for remediation.

Unsatisfactory: The faculty member must demonstrate performance that either egregiously fails to meet expectations in at least one aspect in service under consideration or generally fails to meet expectations in several aspects of the category under consideration during the review period. The designation of “Unsatisfactory” serves as a warning to the faculty member that significant improvement is urgently required, that a performance plan will be developed to clarify standards and set a timetable for remediation, and that sanctions may be imposed if these standards and/or timetable are not met.