



Department of Philosophy  
Dorothy F. Schmidt College of Arts and Letters



**Annual Performance Evaluation Criteria**

The rating of a faculty member in an assigned category is a judgment of the departmental chair and should be informed by the evaluations criteria articulated below, which are based upon the usual teaching load, and research and administrative assignment. In accordance with college policy, each faculty member shall be rated in each assigned category as excellent, above satisfactory, satisfactory, below satisfactory.

**A. INSTRUCTION**

Factors in Evaluation of Instruction may include, but may not necessarily be limited to:

- Type of courses taught.
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4. Acceptance of the above by publishers or editors (receipt of final contract in List #1, acceptance by publishers in List #2).
5. Demonstrable evidence of works in progress (publishable manuscripts, articles, chapters, and other substantial work in progress, evaluated on the basis of scholarship and progress).
6. Receipt of a fellowship, grant, or equivalent award

**List # 2**

1. Book reviews or book notes in or accepted by referred publications (print or electronic)
2. Discussant at a session of a scholarly meeting
3. Submission of a grant application, whether or not the application successfully results in the receipt of a grant
4. Demonstrable evidence of substantial progress made towards completion of an article or book.
5. Note much philosophical research is part of multi-year investigation, research and writing, which should also be born in mind *vis a vis* assessment.
6. Where applicable, publication outlets, as well as publications, will be judged in relation to the pertinent school of thought

### C. SERVICE

Factors in evaluating Service may include, but may not necessarily be limited to:

1. Type of service
2. Assessment from committee chairs, committee peers, and other appropriate individuals
3. Peer evaluation (departmental or outside reviewers as appropriate)

**Service Criteria** may include, but may not necessarily be limited to:

#### 1. Departmental Service

- Chairing a departmental committee
- Officer of a committee
- Chairing or serving on a search committee
- Membership on departmental standing or *ad hoc* committee

- Presenting a public lecture.
- Serving as a chair at a scholarly meeting

#### **4. Community Engagement**

- Giving public lectures in the local community
- Organizing courses in philosophy for local high school students (e.g., summer camps in philosophy)
- Visiting local schools to talk about the benefits of studying philosophy

#### **Service Ratings:**

**Exceptional:** A total of any 4 items from the list of Department, College or University service.

**Outstanding:** A total of any 3 items from the list of Department, College or University service.