

| SATISFACTORY        | STRONG                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | STELLAR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | EXCEPTIONAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|                     | <p>7. Presents at a local, regional, national, or international conference.</p> <p>8. Creates and maintains a discipline specific scholarly website. Waiver liability for website must be obtained from the Vice President for Academic Affairs (in line with academic freedom).</p> <p>9. Completes formal research project, in accordance with institutional guidelines.</p> <p>10. Receives national, international, regional, state, or local award.</p> <p>11. Applies for grants or program agreements.</p> <p>12. Develops two (2) new professional development courses through continuing education.</p> | <p>used to satisfy the requirements for the two (2), provided they are identifiably different.</p> <p>7. Creates and maintains a discipline specific scholarly website. Waiver liability for website must be obtained from the Vice President for Academic Affairs (in line with academic freedom).</p> <p>8. Completes formal research project, in accordance with institutional guidelines.</p> <p>9. Receives national, regional, state, or local award.</p> <p>10. Receives and/or manages awarded grants or program agreements.</p> <p>11. Develops three (3) new professional development courses through continuing education.</p> | <p>7. Publishes two (2) articles for refereed publication (external source).</p> <p>8. Presents at a regional, national, or international conference. Multiple conferences may be used to satisfy the requirements for the three (3), provided they are identifiably different.</p> <p>9. Creates and maintains a discipline specific scholarly website. Waiver liability for website must be obtained from the Vice President for Academic Affairs (in line with academic freedom).</p> <p>10. Completes formal research project, in accordance with institutional guidelines, resulting in publication.</p> <p>11. Receives national, regional, state, or local award.</p> <p>12. Receives and/or manages grants or program agreements.</p> <p>13. Develops four (4) new professional development courses through continuing education.</p> |
| NEEDS IMPROVEMENT ○ |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |