HDFS Procedure for Peer Review

ATTACHMENT 2

Examples of Indicators that can be Considered when Assigning Peer Evaluation Rating*

3/18/16 (approved as revised)

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This Attachment 2 provides examples of products, achievements, or recognitions that could be considered as indicators associated with a rating of Excellent/Exceeds Expectations. The list is adapted from the HHS list of eminence measures from the HHS Promotion and Tenure Guidelines with additions based on faculty recommendations. This list is intended to illustrate the types and range of indicators that could be considered when assigning a rating of Excellent/Exceeds Expectations. It is not an exhaustive list and is not intended to be used as a checklist. There is no specified number of indicators needed for the rating of Excellent/Exceeds Expectations, and evidence of one or more indicators should not automatically result in a rating of Excellent/Exceeds Expectations. Instead, the illustrative list is intended to be helpful to review committees in making judgements about peer ratings, recognizing that even within the list there is considerable variation in the scope, significance and types of work represented in the indicators. Therefore, the list of examples should be used along with the guiding principles articulated in this document to review evidence presented in a faculty member’s Annual Report to determine whether to assign a rating of Excellent/Exceeds Expectations.

Examples of Indicators that Faculty Research Accomplishments Exceed Expectations

- Position as editor of a journal, member of an editorial board, or guest editor of a special section
- Publication of a book
- Invited chapters in prestigious publications
- Invited or externally recognized technical reports, program evaluations, white papers, or web-based resources.
- Invited papers, guest lectures, presentations, and critiques
- Honors and awards from profession
- Patents or copyrights applied for or held
• Honors and awards from professional or community entities that indicate an expanded context for or recognition of a person’s work, including a community-based or community-engaged approach to research

• Media exposure of research and creative activity

• Receipt of research grants or contracts for basic, applied and/or community-based/engaged research

• Significant accomplishment in community-engaged work such as leadership in a University-community reciprocal partnership that has a significant accomplishment such as securing a grant or implementing a new initiative.

• Recognition externally of impact on public policy and solution of social problems

• Published translations of works into other languages

• An unusually high number of scholarly products in a given year

Examples of Indicators that Faculty Teaching Accomplishments Exceed Expectations

• Honors or recognition for meritorious teaching on campus or in the community from campus and/or professional associations

• Invitations to teach at other institutions or other outside agencies

• Receipt of grants, contracts, or external funding related to teaching or professional development in the community

• Evidence of sustained and high quality incorporation of community partners in teaching a university course and/or providing learning experiences for UNCG students.

• Outstanding evaluations for teaching in University courses or in a community-based setting

• Major role in approved curriculum design/redesign

• An unusually high number of effectively executed teaching activities in a given year (overload or courses, large number of advisees, etc.) for the department’s benefit

• Significant role in mentoring students and/or indicators of students’/mentees’/participants’ professional success such as awards and recognition, scholarships or grants.
Examples of Indicators that Faculty Service Accomplishments Exceed Expectations

• Honors or awards recognizing service

• Election or appointment as officer in professional organization

• Continued role as editor/associate editor of Journal (here the recognition is for the service; above is for the recognition which implies good scholarly reputation)

• Major role in developing new policies or substantially revising existing policies or documents

• Role on time intensive and/or highly visible school, university, or state level committees that has the potential to benefit the department, university, or field of expertise

Examples of Indicators that Faculty Directed Professional Activity Accomplishments Exceed Expectations

• Major role in preparing materials for successful accreditation

• Administration of a program or center that is initiated, expanded or re-designed

• Success in securing substantial external funding for a center or program

• Recognition, honors or awards to the individual or to the program/activity developed and/or directed

*Most of these examples are adapted from eminence measures from the HHS Promotion and Tenure Guidelines.*