

## Suggested Rubric and Qualitative Terms for Use in Faculty Evaluation

This rubric assumes a “best fit” approach and the exercise of one’s professional judgment. Given these choices, and realizing that not every phrase necessarily applies in every case, ask:  
*“Which of the five qualitative levels best describes this candidate’s work in each category?”*

Teaching Effectiveness	
Below Expectations	Problematic classroom or other teaching performance; unreliable advising and frequent unavailability; indifference toward or unreasonable resistance to meeting teaching standards
Fair	Fulfills all teaching responsibilities; meets minimal qualitative expectations in the classroom. Some unreliable availability or mistakes in advising; little or no curricular development; minimal efforts at improvement; one or more problematic elements in the area of teaching.
Good	Fulfills all teaching responsibilities. Evidence of solid work in the classroom; some successful effort to improve; good reliable student mentoring and academic advising.
Excellent	Fulfills all teaching responsibilities well. Evidence of overall excellence in teaching, advising, mentoring; curriculum or program development.
Extraordinary	Fulfills all teaching responsibilities very well. Demonstrable overall excellence in teaching, advising, and mentoring; leadership in curricular improvement, sharing of expertise.
Research, Scholarly and Creative Activity	
Below Expectations	No scholarly or creative activity, or activity of a quality below expectations given rank and position.
Fair	Minimal scholarship or research productivity of acceptable quality relative to rank and position.
Good	Some good, solid scholarly activity and productivity relative to rank and position; solid evidence of future plans with high likelihood of successful completion.
Excellent	Substantial scholarly effort and achievement relative to rank and position; completion of important research/creative projects in accordance with long term plans
Extraordinary	Significant and rigorous scholarship / creative work in prestigious venues. Major research or scholarly/creative achievements relative to rank and position.

Professional Service	
Below Expectations	Little or no meaningful or useful activity in serving department, college, or university in important ways. Or, behavior of a professionally unacceptable kind or harmful effect.
Fair	A minimal level of useful activity, relative to rank and seniority, in serving the program, department, College, University or profession.
Good	Consistently useful and effective service appropriate to rank and seniority, shows initiative; responsive to needs of students and department.
Excellent	Excellent initiative and effort with consistently beneficial results on important projects, appropriate to rank and position.
Extraordinary	Uniformly excellent effort and results in important projects; generosity of spirit in volunteering; effective leadership appropriate to rank and position

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