

Communication Sciences & Disorders

FACULTY PERFORMANCE RATINGS

| TEACHING | |
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| RATING | DEMONSTRATED PERFORMANCE |
| 1-Unsatisfactory | <ul style="list-style-type: none">• Frequently receives poor student feedback through formal student evaluations, written responses, or oral feedback.• Does not meet course learning outcomes and objectives.• Frequently misses classes or arrives late.• Does not respond to feedback related to improving instruction.• Does not seek ways to modify or enhance course design to support student learning.• Lack of preparation and organization for classes.• Does not update course content to reflect current knowledge and practices in the field.• Consistently fails to communicate with and respond to students• Does not provide students with feedback (including grading) course assignments and activities. |
| 2-Baseline | <ul style="list-style-type: none">• Addresses and meets course objectives and learning outcomes.• Receives mixed student evaluations, with some areas of concern.• Generally prepared and organized for classes.• Regularly attends and is on time for classes.• Occasionally participates in professional development related to teaching.• Updates course content regularly.• Responds to student feedback.• Communicates regularly to students in courses. |
| 3-Skilled | <ul style="list-style-type: none">• Consistently meets or exceeds course objectives and learning outcomes.• Receives generally positive student evaluations with constructive feedback.• Well-prepared and organized for all classes.• Demonstrates consistent effort to improve course instruction as demonstrated by actions such as syllabus updates. |

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| | <ul style="list-style-type: none"> • Regularly participates in professional development activities related to teaching (i.e., CITL workshops, conferences, webinars, peer observations, etc.) • Regularly updates course content to reflect current knowledge and practices. • Engages students effectively and fosters a positive learning environment. |
| 4-Distinguished | <ul style="list-style-type: none"> • Consistently exceeds course objectives and learning outcomes. • Receives outstanding student evaluations. • Participates in continuing education opportunities specific to developing strategies to enhance pedagogy. • Exceptionally well-prepared and organized for all classes. • Leads professional development initiatives related to teaching. • Continuously updates and innovates course content. • Recognized for excellence in teaching through awards or other formal recognition. • Mentors other faculty members in effective teaching practices. • Incorporates a variety of innovative teaching strategies to meet the needs of a diverse group of learners. • Utilizes a variety of assessment procedures to evaluate student learning. • Demonstrates effort to modernize curriculum and instruction. |

| SERVICE | |
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| RATING | DEMONSTRATED PERFORMANCE |
| 1-Unsatisfactory | <ul style="list-style-type: none"> • Minimal to no participation in departmental, university, or professional service activities. • Does not contribute to committee work or other service responsibilities. • Frequently unreliable and unresponsive in service-related tasks. |
| 2-Baseline | <ul style="list-style-type: none"> • Participates in some departmental, university, or professional service. • Participates in departmental meetings. • Contributes minimally to committee work or other service responsibilities. • Generally reliable but not proactive in service-related tasks. |

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| 3-Skilled | <ul style="list-style-type: none"> • Actively participates in departmental, university, or professional service activities. • Assists in executing service activities to the department, college, university, and/or profession. • Attends and participates in departmental and committee meetings. • Takes on significant roles in committee work or other service responsibilities. • Proactively contributes and is reliable in service-related tasks. • Recognized for their contributions to service activities. |
| 4-Distinguished | <ul style="list-style-type: none"> • Provides exceptional service to the department, university, and profession. • Takes on leadership roles in committee work or other service responsibilities in the department, college, and/or profession. • Attends and participates in departmental meetings. • Consistently proactive, reliable, and innovative in service-related tasks. • Recognized for outstanding service contributions through awards or formal recognition. • Assists in developing and executing service activities to the department, college, university, and/or profession. • Mentors faculty and students in service-related activities. |

| RESEARCH | |
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| RATING | DEMONSTRATED PERFORMANCE |
| 1-Unsatisfactory | <ul style="list-style-type: none"> • Minimal to no research output. • No submission of peer reviewed papers or grant applications. • No demonstration of follow through with research agenda. • Research is poorly designed and executed. • Does not seek ways to further develop or enhance research skills . • Fails to keep current with advancements in the professional field. |
| 2-Baseline | <ul style="list-style-type: none"> • Produces a modest amount of research output. • Submits papers and grant applications occasionally. • Research is adequately designed and executed. • Participates in some collaborative research efforts. • Demonstrates understanding of some advancements in the professional field. |

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| 3-Skilled | <ul style="list-style-type: none"> • Produces a significant amount of quality research output. • Regularly submits papers to reputable journals and applies for grants. • Research is well-designed, executed, and recognized by peers. • Actively participates in collaborative research efforts. • Stays current with advancements in their field and integrates them into their work. |
| 4-Distinguished | <ul style="list-style-type: none"> • Produces multiple forms of high-quality scholarly activity (i.e., papers, presentations, and creative work). • Frequently publishes in peer reviewed journals. • Frequently presents at professional conferences and conventions. • Secures external grant funding. • Scholarship is innovative, groundbreaking, and recognized within the discipline. • Leads collaborative research efforts and projects. • Recognized awards and recognition for their research. • Mentors colleagues and students in scholarly and creative activities. |

| PROFESSIONALISM | |
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| RATING | DEMONSTRATED PERFORMANCE |
| 1-Unsatisfactory | <ul style="list-style-type: none"> • Frequently displays unprofessional behavior toward colleagues and/or students (e.g., rude, disrespectful, or uncooperative). • Often fails to meet deadlines, complete required tasks, or engage in required activities. • Often misses meetings. • Unprepared to fulfill responsibilities for university, college, department, program(s), professional organizations. • Misrepresentation of the department or program. • Inappropriate or disrespectful communication (including written or oral) toward colleagues and/or students. • Demonstrates a lack of integrity or ethical behavior. • Shows poor communication skills and does not respond to emails or other correspondence in a timely manner. • Does not adhere to policies and procedures. • Lacks respect for diversity and inclusivity principles. |

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| <p>2-Baseline</p> | <ul style="list-style-type: none"> • Regularly engages in a professional manner. • Meets most deadlines and fulfills most responsibilities. • Demonstrates integrity and ethical behavior most of the time. • Responsive to emails or other correspondence within a timely manner. • Typically adheres to policies and procedures and is responsive if occasional reminders are needed. • Respects principles for diversity, equity, and inclusion across the department. |
| <p>3-Skilled</p> | <ul style="list-style-type: none"> • Consistently engages in a respectful manner with others in a way which demonstrates professionalism. • Is responsible and reliable with responsibilities. • Consistently demonstrates integrity and ethical behavior. • Communicates effectively and responds to emails or other correspondence promptly. • Adheres to university policies and procedures. • Promotes diversity, equity, and inclusion principles. |
| <p>4-Distinguished</p> | <ul style="list-style-type: none"> • Demonstrates respectful and professional behavior; serves as a mentor for colleagues. • Highly responsive to communication (email, phone calls, requests for meetings). • Regularly exceeds expectations for fulfilling responsibilities in a timely manner. • Exemplary integrity and ethical behavior, even in what may be challenging situations. • Helps to develop and implement policies and procedures for the department, college, and/or university. • Develops and leads initiatives to promote and enhance diversity and inclusivity within the department, college, university, or professional community. |

