

Non Tenure Track Rubrics for Assessment

Professional Growth and Service

Certifications & Training

Exemplary

Earns and maintains relevant certifications or training credentials and demonstrates application to teaching, research, or professional practice.

Satisfactory

Earns or maintains relevant certifications or training credentials that meet minimum professional expectations.

Unsatisfactory

Does not earn or maintain relevant certifications or training credentials, or credentials are not relevant to professional responsibilities.

Committee & Program Support

Exemplary

Consistently participates in committees or program initiatives, demonstrating leadership or significant contributions that advance departmental or program goals.

Satisfactory

Participates in committees or program initiatives at an acceptable level, contributing to departmental or program goals.

Unsatisfactory

Rarely or never participates in committees or program initiatives, or participation contributes minimally to departmental or program goals.

Community of Practice

Exemplary

Actively participates in teaching and learning communities and collaborative projects, demonstrating sustained engagement and measurable improvement in pedagogy.

Satisfactory

Participates in teaching and learning communities or collaborative projects at an acceptable level, showing general engagement and contribution.

Unsatisfactory

Rarely or never participates in teaching and learning communities or collaborative projects, with minimal or no impact on pedagogical practice.

Community Outreach

Exemplary

Actively leads or significantly contributes to outreach initiatives, visibly enhancing the department's or discipline's presence and impact in the community.

Satisfactory

Participates in outreach initiatives at an acceptable level, contributing to departmental or disciplinary visibility.

Unsatisfactory

Rarely or never participates in outreach initiatives, or contributions have minimal impact on departmental or disciplinary visibility.

Mentorship

Exemplary

Actively provides guidance and support, consistently sharing best practices and coaching peers, with clear evidence of positive impact on mentee development.

Satisfactory

Provides guidance and support at an acceptable level, contributing to mentee development.

Unsatisfactory

Rarely or never provides guidance or support, or support has minimal impact on mentee development.

Student Engagement

Exemplary

Actively leads or significantly contributes to initiatives that enhance student recruitment, retention, or outreach, with measurable impact.

Satisfactory

Participates in initiatives that support student recruitment, retention, or outreach at an acceptable level.

Unsatisfactory

Rarely or never participates in initiatives supporting student recruitment, retention, or outreach, or contributions have minimal impact.

Workshops & Seminars

Exemplary

Consistent participation in relevant workshops or seminars with clear evidence of engagement and application to teaching, research, or service.

Satisfactory

Periodic participation in relevant workshops or seminars that meets minimum expectations for professional development.

Unsatisfactory

Little to no participation in workshops or seminars, or participation is not relevant to professional responsibilities.

Teaching Effectiveness

Assessment & Feedback

Exemplary

Develops and uses effective assessment tools that accurately measure student learning and consistently provide timely, actionable feedback.

Satisfactory

Uses appropriate assessment tools that generally measure student learning and provide basic feedback.

Unsatisfactory

Does not use effective assessment tools, or assessments do not accurately measure student learning or provide meaningful feedback.

Curriculum Development

Exemplary

Leads or substantially contributes to the creation or revision of curriculum that clearly aligns with current disciplinary standards and addresses student needs.

Satisfactory

Participates in curriculum creation or revision that maintains alignment with disciplinary standards and student needs.

Unsatisfactory

Does not participate in curriculum creation or revision, or contributions do not align with disciplinary standards or student needs.

Innovative Teaching Strategies

Exemplary

Consistently implements inclusive and active learning strategies or effective use of digital tools that demonstrably enhance student learning outcomes.

Satisfactory

Implements some inclusive, active learning strategies or digital tools with acceptable impact on student learning outcomes.

Unsatisfactory

Rarely or never implements inclusive, active learning strategies or digital tools, or implementation does not enhance student learning outcomes.

Mentoring and Advising

Exemplary

Actively mentors or advises students in research, projects, field experiences, or career planning with clear evidence of positive impact on student success.

Satisfactory

Provides mentoring or advising that meets basic expectations and supports student progress.

Unsatisfactory

Provides little to no mentoring or advising, or mentoring/advising does not effectively support student success.

Professional Recognitions in Teaching

Exemplary

Receives significant teaching awards or recognitions at the state or national levels that highlight excellence and impact in teaching.

Satisfactory

Receives university or college teaching awards or recognitions.

Unsatisfactory

Receives no teaching awards or recognitions, or recognitions do not reflect meaningful recognition in teaching.

Student Evaluations

Exemplary

Demonstrates sustained use of student evaluation data across multiple terms to improve pedagogy, with qualitative feedback indicating impactful teaching practices.

Satisfactory

Reviews student evaluation data and makes basic or occasional pedagogical adjustments. Qualitative feedback indicates generally effective teaching.

Unsatisfactory

Does not meaningfully use student evaluation data to inform pedagogy, or feedback consistently indicates ineffective teaching practices.

Teaching Peer Evaluation

Exemplary

Peer reviews consistently note high instructional clarity, strong student engagement, and effective or innovative instructional practices.

Satisfactory

Peer reviews indicate adequate instructional clarity and student engagement, with generally effective instructional practices.

Unsatisfactory

Peer reviews indicate deficiencies in instructional clarity, student engagement, or instructional practices.