

## Appendix:

### Faculty Expectation Rubrics:

		<b>Governor's Chair</b>				
<b>Teaching</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
	Undergraduate Evaluations	<3	>3	>3.5	>4.0	>4.4
	Graduate Course Evaluation	<3.5	>3.5	>4.0	>4.4	>4.6
	Classes Taught and developed (Academic year including course buy-out)	0	1	2	3	4
	Self-directed Improvement	Do not complete any self-directed teaching improvement items	Complete only mid-semester evaluations and do not provide narrative documentation of efforts	Complete 1 items (this could be mid-semester evaluations) with narrative documentation	Complete 2 items with narrative documentation	Complete 3 or more items with narrative documentation
<b>Research</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
	Students (mentored and/or supported)	2.5	4	5	6	7
	Archival, peer-reviewed journal articles published	2	3	5	6	8
	External research expenditures	<\$400K	>\$400K	\$600K	\$800K	>\$1M
<b>ORNL/External Input</b>	Demonstration of National/International Stature & Leadership	Input based on Invited Talks, National Committee's, Program Leadership, Awards and Fellow status				
	Research Expenditures (as PI at ORNL/external partner)	<50% support of GC contract	50% support of GC contract	100% support of GC contract	150% support of GC contract	Fully funded GC contract + multiple ORNL post-doc/staff support
	Salary Recovery	<10%	10.00%	20.00%	25.00%	30.00%
<b>Service</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
	Internal Service	none	1	2	3	4
	External Service	<20 hours	>20 hours	>30 hours	>40 hours	>50 hours
	Nationally Prestigious Activity	N/A	N/A	N/A	N/A	Required
	DEI		1 E	2 of the 3: 1E, 1T, or DEIAC Participation	3 E, 1T, DEIAC Participation	#4 + organized DEI activity
	ABET Materials Completed	incomplete	1 semester	1 month	2 weeks	1 week

<b>Professor</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
<b>Teaching</b>						
	Undergraduate Evaluations	<3	>3	>3.5	>4.0	>4.4
	Graduate Course Evaluation	<3.5	>3.5	>4.0	>4.4	>4.6
	Classes Taught and developed (Academic year including course buy-out)	<2	2	3	4	5
	Self-directed Improvement	Do not complete any self-directed teaching improvement items	Complete only mid-semester evaluations and do not provide narrative documentation of efforts	Complete 1 items (this could be mid-semester evaluations) with narrative documentation	Complete 2 items with narrative documentation	Complete 3 or more items with narrative documentation
<b>Research</b>						
	Students (mentored and/or supported)	<3	3	4	4.5	6
	Archival, peer-reviewed journal articles	<2.5	2.5	3.5	4.5	6
	External research expenditures	<\$150K	>\$150K	>\$250K	>\$300K	>\$400K
	Salary Recovery	<10%	10%	20%	25%	30%
<b>Service</b>						
	Internal Service Committees	none	1	2	3	4
	External Service	<10 hours	>10 hours	>20 hours	>30 hours	>40 hours
	Nationally Prestigious Activity	N/A	N/A	N/A	N/A	Required
	DEI		1 E	2 of the 3: 1 E, 1T, or DEIAC Participation	3 E, 1T, DEIAC Participation	#4 + organized DEI activity
	ABET Materials Completed	Not done	1 semester	1 month	2 weeks	1 week

		<b>Associate Professor</b>				
<b>Teaching</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
	Undergraduate Evaluations	<3	>3	>3.5	>4.0	>4.4
	Graduate Course Evaluation	<3.5	>3.5	>4.0	>4.4	>4.6
	Classes Taught and developed (Academic year including course buy-out)	<2	2	3	4	5
	Self-directed Improvement	Do not complete any self-directed teaching improvement items	Complete only mid-semester evaluations and do not provide narrative documentation of efforts	Complete 1 items (this could be mid-semester evaluations) with narrative documentation	Complete 2 items with narrative documentation	Complete 3 or more items with narrative documentation
<b>Research</b>		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
Students (mentored and/or supported)	Yr 1-3	1	2.5	3.5	4	5
	Yr >3	1.5	3	4	4.5	5.5
Archival, peer-reviewed journal	Yr 1-3	1	1.5	2.5	3.5	5
	Yr >3	1	2	3	4	5.5
External research expenditures	Yr 1-3	<\$100K	>\$125K	>\$175K	>\$225K	>\$275K
	Yr >3	<\$125K	>\$140K	>\$200K	>\$250K	>\$300K
<b>Service</b>	Salary Recovery	<10%	>10%	>20%	>25%	>30%
		<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>
	Internal Service	none	none	1	2	3
	External Service	<10 hours	<10 hours	>10 hours	>20 hours	>30 hours
	Nationally Prestigious Activity	N/A	N/A	N/A	N/A	Required
	DEI		1 E	2 of the 3: 1 E, 1T, or DEIAC Participation	3 E, 1T, DEIAC Participation	#4 + organized DEI activity
	ABET Materials Completed	not completed	1 semester	1 month	2 weeks	1 week

<b>Assistant Professor</b>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<b>Teaching</b>						
	Undergraduate Evaluations	<3	>3	>3.5	>4.0	>4.4
	Graduate Course Evaluation	<3.5	>3.5	>4.0	>4.4	>4.6
	Classes Taught and developed (Academic year including course buy-out) Year 1-2	0	Less than specified in offer letter (but more than zero courses)	As specified in offer letter (default to 2)	As specified in offer letter + 1 (default to 3)	As specified in offer letter + 2 (default to 4)
	Classes Taught and developed (Academic year including course buy-out) Year 3-6	0-1	2	3	4	5
	Self-directed Improvement	Do not complete any self-directed teaching improvement items	Complete only mid-semester evaluations and do not provide narrative documentation of	Complete 1 items (this could be mid-semester evaluations) with narrative	Complete 2 items with narrative documentation	Complete 3 or more items with narrative documentation
<b>Research</b>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Students (mentored and/or supported)	Yr 1		0.5	1	1.5	2
	Yr 2-4		1	1.5	2.5	3
	Yr 5-6	0.5	1.5	2	3	3.5
Archival, peer-reviewed journal articles published	Yr 1		0.5	1	1.5	2
	Yr 2-4		1	1.5	2	3
	Yr 5-6	0.5	1.5	2.5	3.5	5
External proposals submitted	Yr 1		1	2	3	4
	Yr 2-3	1	2	3	4	5
External research awards/expenditures	Yr 1 (Awards)	<\$25K	>\$25K	>\$50K	>\$100K	>\$150K
	Yr 2-4	<\$50K	>\$50K	>\$125K	>\$150K	>\$225K
	Yr 5-6	<\$75K	>\$75K	>\$150K	>\$175K	>\$250K
Salary Recovery	Yr 1-4				>10%	>20%
	Yr 5-6	<10%	10%	12.5%	15%	25%
<b>Service</b>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Internal Service	none	none	1	2	3
	External Service	<10 hours	<10 hours	>10 hours	>20 hours	>30 hours
	Nationally Prestigious Activity	N/A	N/A	N/A	N/A	Required
	DEI		1 E	2 of the 3: 1 E, 1T, or DEIAC Participation	3 E, 1T, DEIAC Participation	#4 + organized DEI activity
	ABET Materials Completed	not completed	1 semester	1 month	2 weeks	1 week

- 1 = FF (Falls Far short of meeting expectations)
- 2 = FS (Falls Short of meeting expectations)
- 3 = ME (Meets Expectations)
- 4 = EE (Exceeds Expectations)
- 5 = FE (Far Exceeds expectations)