CRITERIA AND POINTS FOR EVALUATION OF NON-TENURED FACULTY

Approved by the Tenured Faculty on 18 April 2016

Minimum points needed for each category

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Category | Instructor | | | Assistant Professor | | | Associate Professor | | | Professor | | |
| 1st Renewal | 2nd Renewal | Succeeding Renewal\* | 1st Renewal | 2nd Renewal | Succeeding Renewal | 1st Renewal | 2nd Renewal | Succeeding renewal | 1st Renewal | 2nd Renewal | Succeeding Renewal |
| Research/Professional Development | 0 | 70 | 70 | 6 | 13 | 104\*\* | 23 | 28 | 115\*\* | 23 | 43 | 236\*\* |
| Teaching and Mentoring | 23.6 | 47 | 47 | 23.6 | 55.5 | 75.5 | 23.6 | 73.5 | 93.5 | 23.6 | 111.5 | 219.5 |
| Extension Services/ Administration | 6 | 6 | 6 | 6 | 12 | 12 | 6 | 15 | 15 | 6 | 15 | 15 |
| Others   1. Peer Evaluation 2. Other desirable traits (awards and need) | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better |

\*After obtaining MS degree, must submit thesis for publication in a peer-reviewed journal

\*\*Must have published by the third renewal

Basis for minimum points:

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Category | Instructor | | | Assistant Professor | | | Associate Professor | | | Professor | | |
| 1st Renewal | 2nd Renewal | Succeeding Renewal | 1st Renewal | 2nd Renewal | Succeeding Renewal | 1st Renewal | 2nd Renewal | Succeeding renewal | 1st Renewal | 2nd Renewal | Succeeding Renewal |
| Research/Professional Development | 0 | GWA of 1.76-2.0 (70 pts) | GWA of 1.76-2.0 (70 pts) | oral/poster presentation in a nat’l conference (3 pts)  -citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000)  Presentation in dept (1 pt) | oral/poster presentation in a nat’l conference (3 pts)  -citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000) | Publication in an ISI journal (81pts for 5 or more authors)  -oral/poster presentation in a nat’l conference (3 pts)  -citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000)  At least 1 big grant or 2 small grants | oral/poster presentation in a nat’l conference (3 pts)  -at least 2 citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000) | oral/poster presentation in a nat’l conference (3 pts)  -at least 2 citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000)  At least 1 big grant or 2 small grants) | Publication in an ISI journal (81pts for 5 or more authors)  oral/poster presentation in international (6 pts) and nat’l conference (3 pts)  -at least 2 citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000)  At least 1 big grant or 2 small grants) | oral/poster presentation in a nat’l conference (3 pts)  -citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000) | oral/poster presentation in a nat’l conference (3 pts)  -at least 5 citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000)  At least 1 big grant or 2 small grants) | 2 ISI publications (81pts/paper for 5 or more authors)  - presentation in international (6 pts) and nat’l conference (3 pts)at least 10 citations (5 pts/citation)  -grants (10 pts per 100,000 – 500,000; 15 pts >500,000)  At least 1 big grant or 2 small grants) |
| Teaching and Mentoring | SET of 1.76-2.0 and TL of 9 units in 1 sem (23.6 pts) | SET of 1.76-2.0 and TL of 18 units in 1 yr (47 pts) | SET of 1.76-2.0 and TL of 18 units in 1 yr (47 pts) | SET of 1.76-2.0 and TL of 9 units in 1 sem (23.6) | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  1 Undergrad thesis student (20 pts)  Examiner of 2 undergrad (4 pts)  Grad thesis panel  Other contribution to teaching | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  2 Undergrad thesis students (40 pts)  Examiner of 2 undergrad (4 pts)  Grad thesis panel  Other contribution to teaching | SET of 1.76-2.0 and TL of 9 units in 1 sem (23.6) | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  1 Undergrad thesis student (20 pts)  Examiner of 2 undergrads (4 pts)  MS proposal defended (18 pts)  Grad thesis panel  Other contribution to teaching | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  2 Undergrad thesis students (40 pts)  Examiner of 2 undergrads (4 pts)  MS proposal defended (18 pts)  Grad thesis panel  Other contribution to teaching | SET of 1.76-2.0 and TL of 9 units in 1 sem (23.6) | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  2 Undergrad thesis students (40 pts)  Examiner of 2 undergrads (4 pts)  2 MS proposals defended (36 pts)  Grad thesis panel  Other contribution to teaching | SET of 1.76-2.0 and TL of 12 units in 1 yr (31.5 pts)  2 Undergrad thesis students (40 pts)  Examiner of 2 undergrads (4 pts)  2 MS graduated (144 pts)  Grad thesis panel  Other contribution to teaching |
| Extension Services/ Administration | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Resource person in training/extension services | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Resource person in training/extension services | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Resource person in training/extension services | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Referee/reviewer  Resource person in training/extension services | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Referee/reviewer  Resource person in training/extension services | Membership in FSAAR, Academic group, SWAID, etc. (6 pts)  Referee/reviewer  Resource person in training/extension services  Head of lab (6 pts) | Membership in Academic group, SWAID, etc.  Referee/reviewer  Resource person in extension services (1 pt)  Head of lab (6 pts); author of pop. article (1 pt), trainor or resource person in symposia (2 pts) | Membership in Academic group, SWAID, etc.  Referee/reviewer  Resource person in extension services (1 pt)  Head of lab (6 pts); author of pop. article (1 pt), trainor or resource person in symposia (2 pts) | Membership in Academic group, SWAID, etc.  Referee/reviewer  Resource person in training/extension services | Membership in Academic group, SWAID, etc. (6 pts)  Referee/reviewer  Resource person in training/extension services | Membership in Academic group, SWAID, etc.  Referee/reviewer  Resource person in extension services (1 pt)  Head of lab (6 pts); author of pop. article (1 pt), trainor or resource person in symposia (2 pts) | Membership in Academic group, SWAID, etc.  Referee/reviewer  Resource person in extension services (1 pt)  Head of lab (6 pts); author of pop. article (1 pt), trainor or resource person in symposia (2 pts) |
| Others   1. Peer Evaluation 2. Other desirable traits (awards and need) | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better | Average of 3 or better |