

Biomedical Science Department Criteria for Sustained Performance Evaluations

As described in the Provost's memorandum of October 3, 2016, the Sustained Performance Evaluation (SPE) is a periodic review of tenured faculty designed to foster sustained excellence and professional development, and to recognize

EXCEEDS EXPECTATIONS

There can be no annual evaluations with an overall rating of Needs Improvement or Unsatisfactory in any of the prior seven years for an evaluation of Exceeds Expectations.

Any tenured faculty member who achieves one or more of the following:

1. Sustained overall annual evaluations of Exceptional or Outstanding in at least four or more of the preceding seven years.

OR

2. Exemplary achievement in research, scholarship, teaching or service, in addition to sustained overall annual evaluations of Good or better in each category in each prior year. Examples of exceptional achievements include but are not limited to one or more of the following:

- Exemplary performance in Teaching, which is supported by one or more of the following:
 - Exceptional or Outstanding ratings in Teaching in a majority of annual evaluations of the preceding seven years
 - Receiving the Distinguished Teacher of the Year Award, the FAU Excellence and Innovation in Teaching Award, or multiple College level teaching awards during one or more of the preceding seven years
 - Major contributions to successful development, revision and implementation of curriculum, core courses or novel teaching materials and methods as evidenced by publications, production of texts or teaching software, etc.
 - Adoption of teaching materials and methods by other institutions, presentations in prestigious education meetings, or invited training sessions for teaching by other institutions
- Exemplary performance in Research or Scholarship, which is supported by the following data:
 - Exceptional or Outstanding ratings in Research or Scholarship in a majority of annual evaluations of the preceding seven years
 - Sustained extramural funding in each year, in an amount that places the faculty member in the top 25% of funded investigators in the Department in at least four of the previous seven years
 - Receiving a National or International Award recognizing significant contributions to science or scholarship, or the FAU Scholar or Researcher of the Year Award during one or more of the preceding seven years
 - An exceptional record as corresponding author of scholarly publications, that is corroborated by an objective guide such as H-index (over career and previous five years) or other citation index, taking into account the faculty member's field and type of scholarship
 - Receiving a major extramural Program Grant as PI/Director (PPG, U grants, Center grants etc.)
 - Service as the editor or sole author for a published textbook or other scholarly text during the seven-year period, or as an editor-in-chief or section/associate, or equivalent editor for a peer-reviewed journal

- Consistently sustained outstanding performance in Service, which are supported by the following data:
 - Exceptional or Outstanding ratings in Service in a majority of annual evaluations of the preceding seven years
 - Receiving the FAU President's Leadership Award or any other applicable FAU service award during one or more of the preceding seven years
 - Service as a scientific advisor/board member for a National or International Foundation or Academy, or as President/Head of a National or International Scientific or Scholastic Society (ACS, FASEB, SFN, etc.)
 - Service to the NIH, NSF or other federal or state agency on an Advisory Board or Policy Council, etc. (not grant review)
 - Through philanthropic work or community engagement, attainment of a major financial donation that has a significant positive impact on the reputation/prestige of the University, College, or the Department

MEETS EXPECTATIONS

Any tenured faculty member who has achieved overall annual performance evaluations of Good or better in five or more of the last seven years.

- In addition to the number of annual evaluations of Good or better, consideration will be given to the pattern of evaluations over time, in the differ.467 -1.207 Td < (e)10.5 (2.348 -18.8 (en)*i)-6.