School of Arts and Sciences Faculty Excellence Awards Rubric

Scoring:

4 – Application provides very strong evidence of excellence in this area.

3 – Application provides evidence of excellence in this area.

2 – Application provides some evidence of excellence in this area.

1 – Application fails to provide evidence of excellence in this area.

Award Categories:

Excellence in Teaching

Scoring Elements

1. Evidence of teaching excellence, e.g. SRT scores, student feedback, and peer reviews (4 points)
2. Evidence of impact on students, e.g. student attestations/feedback and assessment data (4 points)

Within these scoring elements, nominees can provide evidence of one or all of the following examples of Excellence in Teaching:

1) **Student-centered learning**. Examples and supporting evidence might include diversity in assignments to accommodate different learning styles, opportunities for students to pursue interests within and across disciplines, developing culturally responsive curricular activities, and infusing inclusivity, diversity, and equity into the classroom.
2) **Developing course activities to represent the cutting edge of the field**. Examples and supporting evidence might include syllabi demonstrating innovative materials and topics, incorporating guest speakers, incorporating emerging research or creative methods in the field, etc.
3) **High-impact teaching practices**. Examples and supporting evidence might include courses that include service learning, student research, mentoring students, etc. Note: publications or presentations stemming from research with undergraduate students may be counted toward either the Excellence in Teaching or the Excellence in RSCA awards.

Excellence in Research, Scholarship, and Creative Activities (RSCA)

Scoring Elements

1. Evidence of RSCA excellence (4 points)
2. Evidence of impact of RSCA, e.g. citations of scholarly work, dissemination of creative works, recognition of accomplishments by professional organizations, implications of the research for enhancing inclusivity, diversity, and equity, etc. (4 points)

Within these scoring elements, nominees can provide evidence of one or both of the following examples of Excellence in RSCA:

1) **Productivity**. Examples and supporting evidence might include publication/completion of individual works, conference/festival/exhibition activity, grants/awards related to RSCA, etc. Note: publications or presentations stemming from research with undergraduate students may be counted toward either the Excellence in Teaching or the Excellence in RSCA awards.
2) **Originality of RSCA.** Examples and supporting evidence might include original approaches to conducting research/analyzing data/disseminating scholarly and creative activities.

Excellence in Service

Scoring Elements

1. Evidence of service excellence (4 points)
2. Evidence of impact of Service (4 points)

Within these scoring elements, nominees can provide evidence of one or more of the following examples of Service:

1) **Service to the university and students**. Examples and supporting evidence might include service on committees/task forces, writing letters of recommendation for students, engaging in curricular development, enhancing inclusivity, diversity, and equity, etc.
2) **Service to the field.** Examples and supporting evidence might include holding offices, serving on boards or committees, reviewing for conferences and/or journals, or otherwise participating actively in professional organizations of local, state, regional, national, or international scope.

3) **Service to the community.** Examples and supporting evidence might include providing subject area or instructional expertise, serving on community boards, volunteering time and/or labor to community organizations, etc.

Inclusive Excellence

Scoring Elements

1. Evidence of engagement in work in DEI and inclusive excellence (4 points)
2. Evidence of impact of DEI and inclusive excellence work (4 points)

Within these scoring elements, nominees can provide evidence of one or more of the following examples of Inclusive Excellence:

1) **Incorporating equity, diversity, and inclusiveness into policy**. Examples and supporting evidence might include serving on campus committees that promote DEI, conducting/presenting research on different aspects of DEI, etc.
2) **Incorporating equity, diversity, and inclusiveness in the classroom**. Examples and supporting evidence might include creating awareness about DEI through informative lessons and engaging assignments, developing instructional materials that promote DEI, etc.
3) **Supporting diverse faculty, staff, and students**. Examples and supporting evidence might include actively supporting the recruitment, retention, and/or support of diverse faculty; empowering students/faculty/staff with knowledge and skills to enable them to relate more effectively with people from diverse backgrounds; supporting faculty/staff/students from BIPOC, gender non-conforming, differently abled, and other protected-status or minoritized backgrounds; etc.

Excellence in Mentoring Award

Scoring Elements

1. Evidence of engagement in mentoring of faculty colleagues (4 points)
2. Evidence of impact of mentoring of faculty colleagues (4 points)

Within these scoring elements, nominees can provide evidence of one or more of the following examples of Mentoring Award:

- **Supporting Evaluation Processes:** Examples include mentoring NTTF and TTF faculty through evaluation processes, including informal peer review of RTP/retention materials
- **Supporting RSCA:** Guidance and informal peer review of research, scholarship, creative activities
- **Supporting Teaching:** providing guidance and informal peer review of pedagogy, curriculum, course syllabi, and teaching materials.
- **Supporting Service:** providing guidance in program, school, and university service, in service to the field, or in discipline-relevant community service.
- **Life-Career Balance:** providing guidance in finding a balance between career, family, life and personal well-being, developing work-life balance programs
- **Mentor Networks and Opportunities:** participating in existing mentorship programs, developing mentorship/professionalization workshops and/or support groups,.

Note: this award had previously alternated between mentoring of faculty colleagues and mentoring of students. Mentoring of students has been captured in the Excellence in Teaching and Excellence in RSCA awards.