

SUGGESTED STANDARDS FOR EVALUATING PROFESSIONAL SERVICE

Type	Unsatisfactory	Satisfactory	Highly Satisfactory	Excellent
University Service*	No evidence of activities or results Evidence on outcomes of collaborative work, but no evidence of individual contribution No review by others No evidence on how service work is consistent with professional development or goals Poor performance on service activities	Citizenship: Routine department expectations Chair's determination that service is more than mere participation Noted in CV, but not in promotion and tenure document	Accompanied by independent testimony of value of work (e.g., letter from the committee chair; acceptance by Faculty Council) "wrote a policy that was approved by committee" "not required or expected" Played a major role in initiative over a period of time that contributed to campus or unit goals, with independent evidence of significance, role, impact, and effective communication to others	Significant contributions that clearly demonstrate the attributes of scholarly work, including peer refereed presentations and publications and national recognition of the quality of work Awards and recognition that reflect on the significance and academic nature of the work have been received
Service to Discipline	No evidence of activities or results Evidence on outcomes, but no evidence of individual contribution No review by others No evidence on how service work is consistent with professional development or goals Poor performance on service activities	Activities: routine, required, or expected	Accompanied by independent evidence of success, impact (e.g., ratings by participants) "organized a workshop series for conference that was successfully offered" Played a major role in an initiative over a period of time that contributed to discipline's goals or organization's mission, with independent evidence of significance, impact, role, and effective communication to others Some level of national peer-reviewed dissemination of scholarship is required	Significant contributions that clearly demonstrate the attributes of scholarly work, including peer refereed presentations and publications and national recognition of the quality of work Awards and recognition that reflect on the significance and academic nature of the work have been received
Service to Community	No evidence of activities or results Evidence on outcomes, but no evidence of individual contribution No review by others No evidence on how service work is consistent with professional development or goals Poor performance on service activities	Professional Activities: routine, required, or expected	Accompanied by independent evidence of impact "chaired a subcommittee of the board that accomplished X, Y, & Z" "played a leadership role in developing the capacity of a community-based organization" Played a major role in an initiative over a period of time that contributed to community goals, with independent evidence of significance, role, impact, and effective communication to others	Significant contributions that clearly demonstrate the attributes of scholarly work, including peer refereed presentations and publications and national recognition of the quality of work Awards and recognition that reflect on the significance and academic nature of the work have been received