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| **Research (3-year timeframe) – 40% effort (academic faculty)**  \*[Meets > 3 criteria per scale range] | |
| Exceeds Expectations | * Recognition for achievements in research with a national, university, or college award * High volume of first-author; ^student; and or multi-authored tpeer-reviewed publications (> 9 per 3-year timeframe) * Multiple external grants funded as principal/co-principal investigator or site principal investigator (> 2 per 3-year timeframe) * Multiple external grant application submissions as principal/co-principal investigator or site principal investigator (> 2 per 3-year timeframe) * High volume of national and or international invited presentations (> 3 per 3-year timeframe) * High volume of first-author; ^student; and or multi-authored tpeer-reviewed presentations (> 9 per 3-year timeframe) * Other: |
| Meets Expectations | * Consistent first-author; ^student; and or multi-authored tpeer-reviewed publications (> 3 per 3-year timeframe) * One external grant funded as principal/co-principal investigator * Multiple external grants funded as co-investigator, investigator, and or key personnel (> 2 per 3-year timeframe) * Multiple external grant application submissions as co-investigator, investigator, and or key personnel (> 2 per 3-year timeframe) * National and/or international invited presentations (> 1 per 3-year timeframe) * Consistent first-author; ^student; and or multi-authored tpeer-reviewed presentations (> 5 per 3-year timeframe) * Other: |
| Does Not Meet Expectations | * Low number of first-author; ^student; and or multi-authored tpeer-reviewed publications (< 3 per 3-year timeframe) * Low number of external grants funded as co-investigator, investigator, and or key personnel (< 1 per 3-year timeframe) * Low number of external grant application submissions as co-investigator, investigator, and or key personnel (< 1 per 3-year timeframe) * Low number of national and or international invited presentations (< 1 per 3-year timeframe) * Low number of first-author; ^student; and or multi-authored tpeer-reviewed presentations (< 3 per 3-year timeframe) |

**\*** Criterion threshold **increases** by 1 for each 10% research effort increment.

Criterion threshold **decreases** by 1 for (a) each 10% service effort reduction; and (b) Assistant-rank faculty.

t Publications in for-fee (aka, predatory) journals are excluded.

**^** Whereas the mentoring of student research is considered as a teaching responsibility, presentations and publications resulting from this mentorship are included in faculty scholarship. In most cases (especially those involving theses or dissertations), the student will serve as the first author and the faculty member may be listed as a secondary author. In these instances, it is recognized that secondary authorship may involve considerably more responsibility than when a faculty colleague serves as the first author.