|  |  |
| --- | --- |
| ^**Service (1-year timeframe) – 20% effort**  \*[Meets > 2 criteria per scale range] | |
| A  Exceeds Expectations [Research] | * At least one leadership role in a national service activity (e.g., editor, associate editor, committee chair) * Writing external letters for tenure and promotion evaluation or for inter/national award nominations (> 2 instances) * At least one service activity that entails a leadership role or heavy time commitment (> 2 hours a month) * High volume service across two (of the three) levels: national, community/college/university, and or department (> 4 activities) * Other: |
| A  Exceeds Expectations [Clinical] | * One service activity at the national level * At least one service activity that entails a leadership role or heavy time commitment (> 2 hours a month) * High volume of service across two (of the three) levels: national, community/college/university, and or department (> 4 activities) * Other: |
| B  Meets Expectations | * At least one service activity at the national level (> 1 meets 2 criteria) * At least one service activity at the community level (> 1 meets 2 criteria) * At least one service activity at the college level (> 1 meets 2 criteria) * At least one service activity at the university level (> 1 meets 2 criteria) * At least one service activity at the department level (> 1 meets 2 criteria) * Performs required service at the department level (e.g., attendance at faculty meetings, attendance at IEC meetings, service on at least 1 IEC subcommittee) * Other: |
| C  Fails to Meet Expectations | * One or no service activity * No evidence of service beyond IEC meetings and subcommittees * Does not fulfill service responsibilities that are assigned or agreed upon |

**^** Service activities appropriate for **Assistant-rank** faculty = Local-; department-; and university-level.

Service activities appropriate for **Associate-rank** faculty = Department-; university-; state-; and regional-

level.

Service activities appropriate for **Full-rank** faculty = Includes national-level as well as leadership roles.

**\*** Criterion threshold **decreases** by 1 for (a) each 5% service effort reduction; and (b) Assistant-rank faculty.

Criterion threshold for “Meets Expectations” for **Multi-Term Lecturers** (10% service effort) = 1 service

activity.