A. Weighting of Categories

1. Teaching effectiveness (40%)
2. Scholarship, research, creative achievements, and professional development (30%)
3. University service (15%)
4. Community service (15%)

B. Assessment Categories

Within each category, special emphasis should be placed on activities that encourage and recognize diversity on campus and within the community.

1. Teaching Effectiveness

Displays preparedness, fairness, and commitment to student learning by engaging in the following activities:

- Presents material using a variety of teaching methods (lecture, discussion, student groups, student presentations, service learning, films, etc.)
- Evaluates student learning using a variety of methods (exams, quizzes, papers, presentations, research papers, essays, class participation, etc)
- Encourages students to participate in learning (class discussions, class participation)
- Participates in teaching-related professional development activities
- Encourages students to meet with faculty outside of class to discuss course material
- Responds to students during and outside of class (office hours, email, etc.)
- Encourages students to participate in campus and community events
- Incorporates scholarship into course content

A. Two peer reviews of teaching effectiveness per year completed by two faculty members chosen by the candidate.
B. Student evaluations from courses chosen by the candidate.
C. Written self-assessment of teaching completed by the candidate.

2. Scholarship, research, creative achievements, and professional development

Evaluation in this category will be based on participation across any of the following activities:

- Presents work in academic/professional settings (university, conference, professional meeting, symposium)
- Writes books
- Submits writing to scholarly journals
- Revises work submitted to scholarly journals
- Publishes articles in scholarly journals
- Writes book reviews or encyclopedia entries
- Publishes work in non-scholarly outlets
• Conducts research activities (collecting data, analyzing data, writing reports, etc.)
• Submits proposals for grants, fellowships, or other awards
• Receives grants, fellowships, awards, or other honors for research/writing
• Serves as a reviewer for scholarly journals
• Advises graduate students (dissertation or thesis committees)

3. **University Service**
   Evaluation in this category will be based on participation in any of the following activities:
   • Emphasis on activities that foster understanding of diversity on campus (cultural, ethnic, racial, gender)
   • Advises AMCS students and/or students in integrated credential program
   • Assists with or advises student organization/club
   • Involved in recruiting, retaining, and graduating students
   • Participates as a presenter/panel member/organizer at campus events
   • Contributes to curriculum
   • Collaborates with other departments
   • Participates in committees at the department, school, or university level

4. **Community Service**
   Evaluation in this category will be based on participation in community activities, for example:
   • Serves as a resource within community, based on candidates expertise
   • Serves as a liaison between university and community
   • Participates in community organizations in the north bay region (service, youth, cultural, arts, gender, mentoring, political, educational, community health) with an emphasis on organizations that assist under-served members of the community
   • Involved with local schools
   • Participates in presentations, panels or discussions in which members of the community are present
   • Serves as an advisor for the Community Involvement Program (CIP)

*Candidates will be evaluated annually, based on the above listed criteria. However, if the RTP committee finds that a candidate has made more than satisfactory progress toward tenure, it may recommend that the candidate be given a two-year reappointment. Before making such a recommendation consideration shall be given to whether the candidate would benefit from the annual review cycle. A one-time, two-year reappointment may be granted in the second, third or fourth probationary years.*