# Department of Community, Family, and Addiction Services
Third-Year Review Standards

## TEACHING EFFECTIVENESS

<table>
<thead>
<tr>
<th>Workload Percentage</th>
<th>Exceeds Expectations</th>
<th>Meets Expectations</th>
<th>Does Not Meet Expectations</th>
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</table>
| ______% of workload based upon letter of hire or annual review. | - Develops course syllabi that reflect TTU policies; clearly outline learning outcomes, methods of assessing outcomes, expectations for student performance, and course policies; and includes a variety of current methodologies appropriate for the content.  
- Has consistent, above average student evaluations (4.00 and beyond).  
- Demonstrates continued improvement in teaching as evidenced by improved teaching evaluations (e.g. student evaluations and Teaching Effectiveness Committee evaluations and comments).  
- Responds to feedback from teaching evaluations and/or suggestions (e.g. student evaluations and Teaching Effectiveness Committee evaluations and comments).  
- Seeks out opportunities for presenting professional development related to teaching (e.g. TLTC sessions).  
- Has been nominated or recognized for outstanding teaching.  
- Serves on two or more graduate committees.  
- When assigned, provides curriculum specific leadership for programs. | - Develops course syllabi that reflect TTU policies; clearly outline learning outcomes, methods of assessing outcomes, expectations for student performance, and course policies; and includes methodologies appropriate for the content.  
- Has average or above average (3.00-3.99) student evaluations.  
- Demonstrates an adequate effort to improve teaching effectiveness although it may not be reflected in teaching evaluations.  
- Responds to feedback from teaching evaluations and/or suggestions provided by the Teaching Effectiveness Committee.  
- Seeks out opportunities to attend professional development related to teaching (e.g. TLTC sessions).  
- Serves on one or more graduate committees (including thesis and dissertation qualifying and comprehensive exams).  
- When assigned, provides curriculum specific advising for programs. | - Syllabi do not incorporate TTU policies; do not clearly outline learning outcomes, methods of assessing outcomes, expectations for student performance and course policies; and methodologies are not appropriate for content.  
- Has consistent, below average student evaluations (2.99 and below).  
- Does not respond to feedback from teaching evaluations and/or suggestions provided by the Teaching Effectiveness Committee.  
- Does not seek out opportunities to attend professional development related to teaching (e.g. TLTC sessions).  
- Does not serve on any graduate committees. |

Note: Graduate committee membership and leadership may be impacted by program enrollments and existing graduate committee memberships.
## RESEARCH

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|                     | • Demonstrates a record of active production of scholarly work.  
|                     | • Has 5 or more accepted publications in refereed journals/books.  
|                     | • Publications are very focused.  
|                     | • One accepted publication in a top-tier journal.  
|                     | • Demonstrates development of a recognized research program.  
|                     | • Has made 3 or more peer-reviewed presentations at local, state, national and/or international conferences.  
|                     | • Has received internal and/or external funding.  
|                     | • Has been nominated or recognized for outstanding research.  
| ______% of workload based upon letter of hire or annual review. | • Produces and submits scholarly work for publication.  
|                     | • Has 3 - 4 accepted publications in refereed journals/books.  
|                     | • Publications are somewhat focused.  
|                     | • One submitted publication in a top-tier journal.  
|                     | • Demonstrates an effort to establish a recognized research program.  
|                     | • Has made at least 1-2 peer-reviewed presentations at local, state, national and/or international conferences.  
|                     | • Has submitted for internal and/or external funding.  
|                     | • Does not produce and/or submit scholarly work for publication.  
|                     | • Has less than 3 accepted publications in refereed journals/books.  
|                     | • Publications are not focused.  
|                     | • Has not submitted a publication to a top-tier journal.  
|                     | • Does not demonstrate an effort to establish a recognized research program.  
|                     | • Has not made any peer-reviewed presentations at local, state, national and/or international conferences.  
|                     | • Has not submitted for internal and/or external funding.  |
## Service and Outreach

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| ______% of workload based upon letter of hire or annual review. | - Serves on a combination of program, department, college and/or university committees.  
- Reviews more than one: refereed journal paper, book, conference paper, and/or research presentation proposal.  
- Participates in professional service by demonstrating at least 3-4 of the following options:  
  - Maintains membership in state, national, and/or international professional associations/organizations.  
  - Attends state, national, and/or international professional associations/organizations meetings.  
  - Serves the state, national, and/or international professional associations/organizations through committee membership or leadership role.  
  - Serves as an advisor for a TTU student organization or chapter.  
  - Serves on a local/community advisory board.  
  - Has been nominated or recognized for outstanding service activities.  
  - When assigned, provides administrative leadership and recruitment for programs. | - Serves on a program, department, college, and/or university committee.  
- Reviews at least one: refereed journal paper, book, conference paper, and/or research presentation proposal.  
- Participates in professional service by demonstrating at least 1-2 of the following options:  
  - Maintains membership in state, national, and/or international professional associations/organizations.  
  - Attends state, national, and/or international professional associations/organizations meetings.  
  - Serves the state, national, and/or international professional associations/organizations through committee membership or leadership role.  
  - Serves as an advisor for a TTU student organization or chapter.  
  - Serves on a local/community advisory board.  
  - When assigned, provides administrative leadership and recruitment for programs. | - No service committee involvement at the program, department, college and/or university level.  
- No attempt to review: refereed journal papers, books, conference papers, and/or research presentation proposals.  
- Does not participate in professional service activities.  
- Does not maintain membership in professional associations/organizations. |