<table>
<thead>
<tr>
<th>Assistant Professor</th>
<th>Service*</th>
<th>Pedagogy**</th>
<th>Scholarship***</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Earn</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
</tr>
</tbody>
</table>
| (effective and innovative teaching; appropriate professional development and service that is documentable). | Serve on department, division, or college-wide committee  
- (e.g. departmental committee, FS committee, department or College recruitment and/or retention activity;  
To establish student support goal  
- (e.g. conduct mentoring activities, serve as a STEM advisor, assist with Physics Olympics or Science Club or other club activity, judge a local or regional science fair, keep office hours at ASC, etc.);  
Serve on relevant community related committees or boards that benefit students/dept/college;  
Judge State Science Fair | Participate in an Institutional Professional Development Program;  
Attend Academic Excellence Symposia, STEM seminars, teaching and/or scientific webinars;  
Pursue relevant education  
- Attend conferences or activities enhancing teaching or science teaching;  
Subscribe to scientific journal;  
Establish student support goal  
- E.g. developing out-of-classroom activity | Present at any conference (oral or poster presentation);  
Publish in non-peer-reviewed journal;  
Produce instructional videos or equivalent in discipline;  
Submit a grant proposal to any agency |

<table>
<thead>
<tr>
<th>Associate Professor</th>
<th>Service*</th>
<th>Pedagogy**</th>
<th>Scholarship***</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Earn</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
</tr>
</tbody>
</table>
| (effective and innovative teaching;  
- sustained and significant professional development and service that is documentable. | Serve on significant department, division, or college-wide committee  
- i.e. one that meets multiple times per semester;  
Serve on relevant state/regional committee or professional association;  
Develop and deliver presentations within the college or community;  
Establish Student Support goal  
- Serve as a club advisor, mentor and advise students, organize and facilitate a Meet and Greet orientation, etc. | Participate in advanced Institutional Professional Development Programs;  
Pursue relevant education  
- Attend pedagogical conference or activity that enhances teaching or instructional content development, etc;  
- Perform educational graduate course work;  
Establish Student Support goal  
- Establish student research group or other collaborative learning opportunities | -Present at local/regional conference;  
-Lead developmental program;  
-Publish in peer-reviewed journal;  
-Serve as peer reviewer of textbook or journal;  
-Submit any relevant grant proposal/application to any agency;  
-Be accepted and show progress into a graduate degree program in a relevant major; |

<table>
<thead>
<tr>
<th>Professor</th>
<th>Service*</th>
<th>Pedagogy**</th>
<th>Scholarship***</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Earn</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
</tr>
</tbody>
</table>
| (effective and innovative teaching;  
- sustained and significant professional development and service in leadership roles that is documentable. | - Chair college-wide committee  
- (e.g. FS committee, Planning Council committee, etc.);  
- Serve as faculty senator or officer;  
- Serve on colleague’s CO3;  
- Serve as facilitator for QuESST/LEAD;  
- Judge state science fair;  
- Serve as lead instructor;  
- Lead relevant community agency;  
- Organize large community event  
- (e.g. recruitment and retention activity, Physics Olympics, etc.);  
- Establish Student Support goal  
- Organize a major student/club event;  
-Serve as Facilitator for an Institutional Professional Development Program.  
Pursue relevant education  
- Attend regional/state/national pedagogical conference or activity that enhances teaching;  
-Perform educational graduate course work;  
-Establish Student Support goal  
-Lead a student group to a local or regional science conference;  
-Lead a “Transfer Day” trip or career field trip | | -Present at regional/national conference/webinars;  
-Publish in peer-reviewed science. Science-education or education journal(s);  
-Serve as author of a textbook or editor of a journal;  
-Receive research grant;  
-Create new course;  
-Complete graduate degree in a relevant major  
-Submit any relevant grant proposal/application to any agency |

<table>
<thead>
<tr>
<th>Senior Professor</th>
<th>Service*</th>
<th>Pedagogy**</th>
<th>Scholarship***</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Earn</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
<td>See standards for rank at hire</td>
</tr>
</tbody>
</table>
| (Evidence of special recognition or professional accomplishment;  
- summative of activities over career | Chair department or major college-wide committee;  
Serve as faculty senate president or VP;  
Serve as lead facilitator QuESST/LEAD;  
Receive service award from the college or community;  
Serve as mentor on colleague’s CO3;  
Establish student support goal  
- Establish lengthy record as student club or activity advisor and mentor | Serve as Lead Facilitator for an Institutional Professional Development Program;  
- Develop and present professional development activities to dept., college, etc.;  
- Pursue relevant educational activities, e.g.:  
- Present at regional/state/national pedagogical conference;  
- Receive pedagogical award;  
-Establish student support goal;  
- Have students present research or lead discussion at conference | Publish in peer-reviewed science. Science-education or education journal(s);  
Receive several research grants;  
Present at several regional/national conference/webinars;  
Create new program or professional development opportunity to department or college;  
Receive major scholarship or award  
- e.g. Fulbright, regional/national grant award as PI or Co-PI;  
Serve as peer reviewer of regional/national grant proposal |

*100% service suggests THREE meaningful activities EACH year, on average; 66% service suggests TWO meaningful activities EACH year, on average; 33% service suggests ONE meaningful activity, on average. ALL Faculty must have at least 33% service.

**66% pedagogy suggests one of the given activities EACH year, on average; 33% pedagogy suggests one activity EVERY OTHER year, on average

***66% scholarship suggests TWO of the given activities within the promotion period, on average; 33% scholarship suggests ONE of the given activities within the promotion period on average.

**** Activities used for promotion should be sustained and significant, relevant to your role at the College, and well documented.

Remember that the faculty’s Primary Responsibility is TEACHING. This rubric is for the assessment of the individual’s selected Secondary Responsibilities.

Updated 4/18/2018