<table>
<thead>
<tr>
<th>Service</th>
<th>Pedagogy</th>
<th>Scholarship</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ Student Support Goal (see complete list in Faculty Guidelines)</td>
<td>▪ Attendance at local, regional, state, or national conference in field, teaching and learning, writing center, WAC/WID</td>
<td>▪ Presentation or poster session at local, regional, or state conference</td>
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<td>▪ Faculty Senate Senator</td>
<td>▪ Participant in major teaching and learning or professional development cohort (WAC/WID, CTI, Master Faculty, LDI, QuESST Academy, LEAD Academy, Title III, or Critical Thinking Institute)</td>
<td>▪ Presentation at professional / scholarly work group, or publication</td>
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<tr>
<td>▪ Service on AFC Committee</td>
<td>▪ Participation in DSC sponsored professional development opportunities</td>
<td>▪ Publication in peer-reviewed journal or textbook</td>
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<td>▪ Member, Planning Council subcommittee Departmental liaison to ASC, CWC, or other college areas committees</td>
<td>▪ Coursework related to doctoral degree programs in education</td>
<td>▪ Authoring / Co-Authoring grants related to School of Education goals</td>
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<tr>
<td>▪ Member, departmental or divisional committees</td>
<td>▪</td>
<td>▪ Authoring / completion of doctoral dissertation</td>
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<td>▪ Member, college-wide committee</td>
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<tr>
<td>▪ Member, state or regional committee in professional association</td>
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<td>▪ Member on colleague’s CO3 committee (mentor, chair rep or third member)</td>
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<td>▪ Student club sponsor/ advisors</td>
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<tr>
<td>▪ Mentor for Falcons in Action or Homeless Students Initiative</td>
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<td>▪ Community Service/Outreach</td>
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<tr>
<td>▪ Service in Volusia / Flagler School Committees</td>
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<td>▪ Service on FL DOE Committees</td>
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<tr>
<td>▪ Service on major workload committee (e.g. CC&amp;P)</td>
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<tr>
<td>▪ Online Studies Mentors and Reviewers</td>
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This chart lists appropriate examples; it is not exclusive. The list also includes opportunities for service, pedagogy and scholarship that are no longer available at the college but should be considered for candidates going up for tenure and promotion.
## Leadership in Service
- Leadership roles in professional organizations
- Leadership roles in Volusia / Flagler School Committees / Initiatives
- Liaison and College Representative roles in FL DOE committees
- Sustained service on major college committee(s)
- Significant leadership / supervisory roles within the department, Chair or co-chair, Planning Council or Faculty Senate subcommittee
- Chair of college-wide committee(s)
- Faculty Senate President or Vice President;
- Chair of a major college-wide initiative (e.g. Q.E.P., ERP, STEM, retention)
- Recipient of major service award (e.g. Faculty Senate)

## Leadership in Pedagogy
- WAC/WID Faculty Fellow
- Online Studies Faculty Fellow
- Service Learning Faculty Fellow
- CTI Committee Member/ Facilitator
- Director / Organizer of a Significant Program
- Receipt of major pedagogical award or recognition (from college, conference, association)
- Master Faculty/LDI facilitator
- QuESST Academy or LEAD Academy facilitator
- Serve as mentor / instructional coach to less experienced faculty or DSC Alumni in the field

## Leadership in Scholarship
- Presentation at a national conference
- Publication in peer-reviewed journal or textbook
- Publication of a book, a textbook or an article in major peer-reviewed outlets and/or multiple publications in peer reviewed journals or textbook.
- Serving as a Co- or Primary Investigator, or Project Manager of a grant related to School of Education goals or the College’s Institutional Outcomes.
- Receipt of scholarship award (local, national, international)
School of Education Mentor Model Matrix
Criteria for Continuing Contract & Promotion

The SOE chart divides the categories of Pedagogy, Scholarship and Service into two categories: Participant and Leader. Expectations for responsibilities in each rank are as follows:

- **Assistant Professor**: effective and innovative teaching; appropriate professional development, service, pedagogy and scholarship as a participant; department level
- **Associate Professor**: effective and innovative teaching; *sustained and significant* professional development; *sustained and significant* service, pedagogy and scholarship as a participant; department and college wide
- **Professor**: effective and innovative teaching; *sustained and significant* professional development; *sustained and significant* service, pedagogy and scholarship that reflect college-wide engagement and leadership
- **Senior Professor**: significant professional accomplishment in the pertinent area(s) of specialization; effective and innovative job performance and teaching; *sustained and significant* professional development; *sustained and significant* service, pedagogy and scholarship that reflect college-wide engagement and leadership; *sustained and significant* mentoring; summative of activities over career with college and department level leadership within last five years.

Evaluate work done in the Service category of the Mentor Model promotion system with consideration for the Student Support Goal using the following percentages:

- 33% Service: 1 Student Support Goal activity per year (minimum service requirement for all faculty).
- 66% Service: 1 Student Support Goal activity; and 1 other meaningful service activity per year, on average, or equivalent.
- 100% Service: 1 Student Support Goal activity; and 2 other meaningful service activities per year, on average, or equivalent.

Evaluate work done in the Pedagogy category of the Mentor Model promotion system with the following percentages:

- 33%: One activity every other year, on average
- 66%: One activity every year, on average

Evaluate work done in the Scholarship category of the Mentor Model promotion system with the following percentages:

- 33%: One appropriate activity within the promotion period on average
- 66%: Two appropriate activities within the promotion period on average