

Clinical Departments Criteria for Sustained Performance Evaluations

As described in the Provost's memorandum of October 3, 2016, the Sustained Performance Evaluation (SPE) is a periodic review of tenured faculty designed to foster sustained excellence and professional development, and to recognize and reward outstanding achievement. The SPE is distinct from the annual review and other evaluations in that it will focus on long-term accomplishments over a seven-year cycle. Criteria

EXCEEDS EXPECTATIONS

There can be no annual evaluations with an overall rating of Needs Improvement or Unsatisfactory in any of the prior seven years for an evaluation of Exceeds Expectations.

Any tenured faculty member who achieves one or more of the following:

1. Sustained overall annual evaluations of Exceptional or Outstanding in at least four or more of the preceding seven years

OR

2. Exemplary achievement in research, scholarship, teaching, clinical care or service, in addition to sustained overall annual evaluations of Good or better in each category in each prior year. Examples of exceptional achievements include but are not limited to one or more of the following:

- Exemplary performance in Teaching, which is supported by one or more of the following:
 - Exceptional or Outstanding ratings in Teaching in a majority of annual evaluations of the preceding seven years
 - Receiving the Distinguished Teacher of the Year Award, the FAU Excellence and Innovation in Teaching Award, or multiple College level teaching awards during one or more of the preceding seven years
 - Major contributions to the successful development, revision and implementation of curriculum, core courses or novel teaching materials and methods as evidenced by publications, production of texts or teaching software, etc.
 - Adoption of teaching materials and methods by other institutions, presentations in prestigious education meetings, or invited training sessions for teaching by other institutions
- Exemplary performance in Research or Scholarship, which is supported by the following data:
 - Exceptional or Outstanding ratings in Research or Scholarship in a majority of annual evaluations of the preceding seven years
 - Sustained extramural funding in at least four of the previous seven years
 - Receiving a National or International Award recognizing significant contributions to science or scholarship, or the FAU Scholar or Researcher of the Year Award during one or more of the preceding seven years
 - A sustained publication record over seven years that includes an average of at least one publication a year
 - Receiving a major extramural Program Grant as PI/Director (PPG, U grants, Center grants etc.)
 - Service as an editor or coauthor for a published textbook during the seven-year period, or as an editor-in-chief or section/associate, or equivalent editor for a peer reviewed journal
- Exemplary performance in Clinical Care, which is supported by the following data:
 - Exceptional or Outstanding ratings in Clinical Care in

in reputable clinical assessment systems, or by leadership in selective clinical professional organizations

- Exemplary performance in Service, which are supported by the following data:
 - Exceptional or Outstanding ratings in Service in most annual evaluations of the preceding seven years
 - Receiving the FAU President's Leadership Award or any other applicable FAU service award during one or more of the preceding seven years