

WKU Department of Music | Criteria for Annual Evaluation Ratings

Research/Creative Scholarship

Distinguished indicates a truly exceptional level of performance. In addition to sustained activities in Merit Level Two, documented evidence of activities in Merit Level One must be present. This includes work that meets the criteria listed below:

- 1) Substantial in length or preparation
- 2) Original in nature
- 3) Peer-reviewed
- 4) At the national/international level
- 5) Can be collaborative in nature

Accomplishments at this level should establish the faculty member as a widely recognized and prominent expert in the field.

Skilled indicates a level of strong performance. Engagement in sustained scholarship that would qualify for Merit Level Two, as described in the Department of Music Tenure and Promotion Guidelines, must be present and well documented. This includes work that meets the criteria listed below:

- 1) Sustained scholarship at the local/state/regional level
- 2) Broadened recognition of the individual faculty member and/or expands on previously published work
- 3) Can be collaborative in nature

Accomplishments at this level should add significant prominence and visibility to the faculty member in the specific field.

Baseline indicates barely meeting minimal expectations. Scholarship is not ongoing, sustained, verifiable, or actively engaged with colleagues in their area/field. Faculty member demonstrates limited engagement in scholarship at Merit Level Two and has made minimal progress on stated goals.

Unsatisfactory indicates a level of not meeting basic expectations. Faculty member fails to provide evidence of engagement in research/creative scholarship activity that would qualify for either Merit Level. Faculty member has not pursued stated goals for research/creative scholarship. (Continuous work at the “Baseline” level may result in “Unsatisfactory” evaluation.)