

EMERITUS/EMERITA REVIEW RUBRIC

revised 8/2022

	0	Low (1-2)	Medium (3-4)	High (5)
Contributions above and beyond those required for promotion within the rank	No evidence of contributions above and beyond those required for promotion within the rank	Evidence of exceptional contributions to education, research, and/or service that were recognized as such locally and regionally	Evidence of exceptional contributions to education, research, and/or service that were recognized as such locally, regionally, and nationally	Evidence of exceptional contributions to education, research and/or service that were recognized as such locally, regionally, nationally, and internationally
Contributions to Innovation	No evidence of contributions to innovation	Evidence of significant contributions to innovation in education or research that were successfully implemented locally	Evidence of significant contributions to innovation in education or research that were successfully implemented locally and adopted regionally	Evidence of significant contributions to innovation in education or research that were successfully implemented locally, and adopted regionally and nationally
Contributions to team science	No evidence of contributions to team science	Evidence of sustained participation in team science research leading to high-impact scholarly work	Evidence of sustained participation in team science research leading to high-impact scholarly work. Evidence of significant contributions to the advancement of team science locally and/or regionally	Evidence of sustained participation in team science research leading to high-impact scholarly work. Evidence of significant contributions to the advancement of team science locally, regionally, nationally, and internationally
Contributions to Teaching	No evidence or contribution above and beyond that required for teaching within the position	Evidence of sustained contributions to teaching in the unit leading to measurable impact on student/trainee learning, acquisition of skills and/or personal growth	Evidence of sustained contributions to teaching with recognition of impact on student learning, acquisition of skills or personal growth at the college or campus level	Evidence of sustained contributions to teaching with recognition of impact on student learning, acquisition of skills or personal growth at the regional or national level

	0	Low (1-2)	Medium (3-4)	High (5)
Contributions to Patient Care and Community Health	No evidence of contributions in clinical practice that were above and beyond those required for successful promotion and career advancement	Evidence of transformative clinical service contributions that resulted in a measurable impact to patients and/or communities	Evidence of transformative clinical service contributions that resulted in a measurable impact to patients and/or communities. Evidence of regional recognition.	Evidence of transformative clinical service contributions that resulted in a measurable impact to patients and/or communities. Evidence of regional and national recognition
Contributions to DEI	No evidence of advocacy or service to promote diversity, equity, and inclusiveness	Evidence of sustained advocacy and service to promote diversity, equity, and inclusiveness on campus	Evidence of sustained advocacy and service to promote diversity, equity, and inclusiveness system-wide (all campuses)	Evidence of sustained advocacy and service to promote diversity, equity, and inclusiveness system-wide (all campuses) and beyond (regionally and/or nationally)
Contributions to Administration	No evidence of contributions to leadership and/or administration	Evidence of transformative contributions to the campus leading to measurable advancements in education, research, and inter-departmental collaborations	Evidence of transformative contributions to the system (all campuses) leading to measurable advancements in education, research, and cross-campus' collaborations	Evidence of transformative contributions to the system (all campuses) leading to measurable advancements in education, research, and cross-campus' collaborations. Evidence of national leadership resulting in growth of inter-institutional collaborations
Heads/Chairs & Senior Administration	No evidence of contributions above and beyond the required service for the position	Evidence of sustained contributions leading to measurable advancements in the Unit	Evidence of sustained contributions leading to measurable advancements in the Unit and impact at the campus level	Evidence of sustained contributions leading to measurable advancements in the Unit and impact at the college-wide/system level

Guiding Principles

1. Evaluation should be track-based in that to be considered exceptional achievements need to exceed those required for promotion within the track.
2. The principle above also applies to administrative and leadership positions in that the mere service in such roles does not constitute exceptional contribution or achievement unless they exceed those considered as core responsibilities in the role.
3. Special recognition should be considered for impactful contributions to one of the missions, i.e. to education, research, service, patient care, social responsibility and promotion of diversity, equity, inclusion and belonging.
4. Contributions leading to collective success and flourishing – not solely to individual advancement - should be rewarded.