

PEC rubric, Tenured and Tenure-Track Faculty Department of Spanish, Italian, and Portuguese Spring 2025 (adopted April 2024)	Score (1-10)
Name (reviewee):	
Name (reviewer):	
<p>Scoring Guideline: Excellent: 9-10; Very good: 7-8; Good: 5-6; Fair: 3-4; Poor: 1-2</p> <p><i>N.B. this evaluation covers the year-to-date, but PEC takes a holistic view of your research, teaching, and service.</i></p>	
<p>RESEARCH (Tenured: 50%; tenure-track: 60%)</p> <p>Is there evidence of a coherent, long-term or multi-year research agenda, evidence of on-going progress during the year of evaluation, or sustained activity within the research field as demonstrated by publication in significant venues? Evidence of this progress can be manifested through a sampling of the following activities but is not limited to this activity. In the case of collaborative work, the committee will take into consideration the portions of the work authored by the faculty member.</p>	
<p>Excellent (9-10)</p>	
<ul style="list-style-type: none"> • Acceptance and/or publication of a monograph in a high-quality, peer reviewed venue 	
<ul style="list-style-type: none"> • Acceptance or publication of a research article in a top-tier, peer-reviewed journal 	
<ul style="list-style-type: none"> • Publication of an edition or edited collection (book or journal) (peer reviewed and/or writing intro) 	
<ul style="list-style-type: none"> • Receipt of a major grant (NEH, Guggenheim, ACLS, etc) 	
<ul style="list-style-type: none"> • Receipt of a major award (article or book publication) 	
<p>Very Good (7-8)</p>	
<ul style="list-style-type: none"> • Submission of a book manuscript and/or article to a high quality, peer-reviewed venue 	
<ul style="list-style-type: none"> • Publication of a chapter in a peer-reviewed book/edited volume 	
<ul style="list-style-type: none"> • Publication of an article in a journal 	
<ul style="list-style-type: none"> • Publication of a book of original creative work (novel, poetry, etc.) 	
<ul style="list-style-type: none"> • Publication of a DH project that involves major research questions, cites current scholarship, and potentially contributes to public knowledge 	
<ul style="list-style-type: none"> • Publication of a translated book (scholarly or creative) 	

<ul style="list-style-type: none"> • Keynote lecture at conference 	
<ul style="list-style-type: none"> • Guest lecture at a university other than UVa 	
<ul style="list-style-type: none"> • Publication related research area for major networks, journals, or newspapers 	
Good (5-6)	
<ul style="list-style-type: none"> • Submission of a chapter in a peer-reviewed book/edited volume 	
<ul style="list-style-type: none"> • Submission of an article to a top peer-reviewed journal 	
<ul style="list-style-type: none"> • Publication of a short creative work (poem, short story, digital short, etc.) 	
<ul style="list-style-type: none"> • Publication of a short translated work (scholarly, creative, etc.) 	
<ul style="list-style-type: none"> • Evidence of work on a DH project that involves major research questions, cites current scholarship, and potentially contributes to public knowledge 	
<ul style="list-style-type: none"> • Conference presentations 	
<ul style="list-style-type: none"> • Receipt of funding to support research (e.g., short-term external fellowships or internal grants) 	
<ul style="list-style-type: none"> • Media activity related to area of research 	
<ul style="list-style-type: none"> • Publication of book reviews 	
Fair to Poor (1-4)	
<ul style="list-style-type: none"> • No evidence of scholarly agenda or publication record 	
Recommendations/Comments/ Feedback (both suggestions and positive reactions) from PEC to the chair:	
TEACHING (30%)	
Excellent (9-10)	
<ul style="list-style-type: none"> • Major award for excellence in teaching 	
<ul style="list-style-type: none"> • Major grant for teaching project 	
<ul style="list-style-type: none"> • Introduction of new course offerings 	
<ul style="list-style-type: none"> • Introduction of new ways of teaching, explained in the cover letter 	

<ul style="list-style-type: none"> Substantially revised courses, explained in cover letter 	
<ul style="list-style-type: none"> Introduction of course content related to DEI 	
<ul style="list-style-type: none"> Teaching evaluations with scores surpassing departmental means and positive student narrative comments (taking into consideration student bias) 	
Very Good (7-8)	
<ul style="list-style-type: none"> Member of dissertation or DMP committees inside or outside SIP (#) 	
<ul style="list-style-type: none"> Positive student evaluations, as expressed in narrative comments and numerical assessments above the department mean (taking into consideration student bias) 	
Good (5-6)	
<ul style="list-style-type: none"> Involvement in seminars or workshops on improving teaching 	
<ul style="list-style-type: none"> Mentoring beyond regular advising, which may include but is not limited to writing letters of recommendation and meeting regularly with students on professional issues not related to courses or seminars 	
Fair to Poor (1-4)	
<ul style="list-style-type: none"> Consistently poor teaching evaluations (taking into consideration student bias) 	
<ul style="list-style-type: none"> Consistently low enrollments in relation to undergraduate program class size 	
Recommendations/Comments/ Feedback (both suggestions and positive reactions) from PEC to the chair:	
SERVICE (tenured: 20%; tenure-track: 10%)	
Excellent (9-10)	
<ul style="list-style-type: none"> Holding burdensome administrative positions (e.g. department chair, DUP, DLP, DGS, DDEI, etc.) (keeping in mind differences among programs) 	
<ul style="list-style-type: none"> Chairing major departmental committees (e.g. Search; P&T; Undergraduate Curriculum; Graduate Curriculum; DDEI; PEC) 	
<ul style="list-style-type: none"> Expands the role of a critical department function, explained in the cover letter 	
<ul style="list-style-type: none"> Important service to the discipline (e.g. editing journals, MLA, ACLS committees, outside review of tenure cases, judge for major grants, conference organization, departmental reviews, reading for journals/presses) 	
<ul style="list-style-type: none"> Community engagement and outreach 	

<ul style="list-style-type: none"> • Leadership position in service to school or University 	
<ul style="list-style-type: none"> • Direct supervision of graduate students (at any level of program) and/or supervision of (and advising for) DMP project(s) (#) 	
Very Good (7-8)	
<ul style="list-style-type: none"> • Serving on major departmental committees (e.g., Search; P&T; Undergraduate Curriculum; Graduate Curriculum; DEI; PEC) 	
<ul style="list-style-type: none"> • Undergraduate advising (major, minor, lower division) 	
<ul style="list-style-type: none"> • Language mastery & proficiency exam coordination/direction 	
<ul style="list-style-type: none"> • Program assessment coordination/direction 	
<ul style="list-style-type: none"> • Performing a major role in department functions, not already compensated by salary, research funds, or course releases 	
<ul style="list-style-type: none"> • Service on school or University committee 	
Good (5-6)	
<ul style="list-style-type: none"> • Appropriate service to the college and university 	
<ul style="list-style-type: none"> • Attendance and productive participation at department meetings 	
<ul style="list-style-type: none"> • Normal service to the profession 	
Fair to Poor (1-4)	
<ul style="list-style-type: none"> • Uncommonly low service record in the department for rank 	
<ul style="list-style-type: none"> • Active refusal to accept any committee service to the department 	
Recommendations/Comments/ Feedback (both suggestions and positive reactions) from PEC to the chair:	