

## ASSISTANT PROFESSOR RUBRIC

Research, Scholarship, and Creative Activity (75%)
<p><b>(25%) <i>Potential for significant and prestigious</i></b> contributions to their field of study or other fields/sectors, such as:</p> <ul style="list-style-type: none"> <li>- Demonstrates exceptional promise in their field (i.e., future field leader)</li> <li>- Has a clear research strategy and building a research portfolio</li> <li>- Early contributions show innovation and exceptional creativity</li> <li>- Promise for achieving national or international recognition</li> <li>- Participation in professional development to improve skills/knowledge in an emerging field</li> </ul>
<p><b>(25%) Evidence of <i>early contributions</i></b> to field through research, scholarly, and/or creative activity, such as:</p> <ul style="list-style-type: none"> <li>- Publications in peer-reviewed and/or prestigious journals</li> <li>- Books published by peer-reviewed and/or top-tier presses</li> <li>- Presentations at national or international conferences</li> <li>- Direction of shows or performances</li> <li>- Acts of service to professional organizations or journals</li> </ul>
<p><b>(25%) Evidence of <i>early recognition</i></b> in the field, such as:</p> <ul style="list-style-type: none"> <li>- Acknowledgement of dean and/or experienced researcher(s) as progressing toward promotion</li> <li>- Requests by experienced researchers to join team and/or sought after by peers</li> <li>- Internal and/or external funding record</li> <li>- Invited lectures or seminars by external entities</li> <li>- Awards, professional certifications, or other recognitions, especially from outside the university</li> </ul>
Teaching, Mentoring, and Collaboration (25%)
<p><b>(12.5%) Engages with other NSU <i>faculty or community/external partners</i></b> for the purposes of mentoring or collaboration, such as:</p> <ul style="list-style-type: none"> <li>- Especially cases where mentorship or collaboration involves faculty outside their department/college</li> <li>- Working with community organizations or members for collaborative initiatives</li> <li>- Forming partnerships with industry to secure support and extend scholarly impact</li> </ul>
<p><b>(12.5%) Provides mentoring support to <i>students</i></b> or otherwise engages them with their scholarly activities, such as:</p> <ul style="list-style-type: none"> <li>- Connecting their research, creative, and/or scholarly activities with the teaching of students</li> <li>- Involving students in the conduct of their research, creative, and/or scholarly activities</li> <li>- Providing guidance and support to students to continue their academic and professional development</li> </ul>