

CAHNRS Research and Disciplinary Scholarship Assessment Matrix

Performance Dimensions	Performance Exceeds Expectations (In Addition to Requirements for "Performance Meets Expectations")	Performance Meets Expectations	Performance Needs Improvement
Disciplinary Scholarship¹	<ul style="list-style-type: none"> Conducts innovative research or creative activity that has national or international significance. Regularly publishes in national and international blind peer-reviewed journals, especially in those with top impact factors for the discipline (or equivalent for the design disciplines). 	<ul style="list-style-type: none"> Conducts appropriate research or creative activity that advances the discipline. Regularly publishes materials in appropriate national and international blind peer-reviewed media (or equivalent for design disciplines). 	<ul style="list-style-type: none"> Little or no scholarly outputs produced to advance the discipline. Scholarly output limited to non-peer reviewed publications, papers, posters, or presentations.
ARC Mission Related Research²	<ul style="list-style-type: none"> Conducts innovative mission-related research that has national or international significance and is impactful according to the approved ARC project(s) that funds the faculty member's ARC appointment. Regularly publishes mission-related research results in national and international blind peer-reviewed journals, especially in those with top impact factors for the mission-related research area. Regularly publishes mission-related research results in appropriate media by translating the results into meaningful articles that are impactful and consistent with the approved ARC project(s) that funds the faculty member's ARC appointment. 	<ul style="list-style-type: none"> Conducts appropriate mission-related research that is consistent with the approved ARC project(s) that funds the faculty member's ARC appointment. Regularly publishes mission-related research results in appropriate national and international blind peer-reviewed journals. Regularly publishes mission-related research results in media appropriate for the in-state audience intended to be impacted by the research. Maintains documented and approved affiliation with at least one approved ARC project. Submits acceptable and timely reports for all ARC project-related activities. 	<ul style="list-style-type: none"> Little or no scholarly outputs produced or scholarly outputs are not clearly consistent with the approved ARC project(s) that funds the faculty member's ARC appointment. Fails to maintain documented and approved affiliation with an approved ARC project. Fails to submit acceptable and timely reports of ARC project activities.
Acquisition of Extramural Support	<ul style="list-style-type: none"> Seeks/receives significant extramural funding from federal competitive programs such as NSF, NRI, NIH in addition to other less competitive sources. Extramural funds are sought and received to acquire state-of-the-art equipment as well as maintain existing equipment as necessary to conduct the scholarly effort. If holding an ARC appointment: Seeks and receives funding from in-state commodity commissions and other sources appropriate to the approved ARC project(s) that funds the faculty member's ARC appointment. 	<ul style="list-style-type: none"> Seeks/obtains adequate competitive extramural funding to support a significant research program. Extramural funding supports graduate students plus technicians, and/or research associates. Extramural funds are sought and received to operate and maintain existing equipment necessary to conduct the scholarly effort. If holding an ARC appointment: Seeks and receives funding from in-state commodity commissions and other sources appropriate to the approved ARC project(s) that funds the faculty member's ARC appointment. 	<ul style="list-style-type: none"> Does not seek/acquire significant extramural funding to support program or seeks/receives extramural funding that is inappropriate or detracts from effectiveness of the position. If holding an ARC appointment: Does not seek or receive funding from in-state commodity commissions and other sources appropriate to the approved ARC project(s) that funds the faculty member's ARC appointment.
Graduate Student Involvement in Program of Research and Scholarship	<ul style="list-style-type: none"> Serves as chair of multiple graduate student committees and participates in multiple additional graduate student committees. Consistently provides full extramural grant support for multiple graduate students. Actively promotes graduate student involvement in research program including the recruitment of highly qualified graduate assistants from diverse backgrounds with U.S. 	<ul style="list-style-type: none"> Serves as chair of at least one graduate student committee Participates in additional graduate student committees. Consistently provides full extramural grant support to at least one graduate assistant. 	<ul style="list-style-type: none"> Little or no participation in graduate student committee membership or leadership. Provides no extramural grant support for graduate students

¹ Disciplinary scholarship is expected of all faculty members irrespective of their appointment funding source(s).

² Mission related research is expected of all faculty members with ARC appointments and should dominate their scholarship in proportion to the ARC appointment percentage.

Performance Dimensions	Performance Exceeds Expectations (In Addition to Requirements for "Performance Meets Expectations")	Performance Meets Expectations	Performance Needs Improvement
	undergraduate degrees		
Research Integration³	<ul style="list-style-type: none"> Actively engages and leads in development of public outreach of research results to appropriate, non-academic audiences. If holding an ARC appointment: Leads some issue-based research projects consistent with the approved ARC project(s) that funds the faculty member's ARC appointment, in a team-based program with faculty members with designated Extension responsibilities. 	<ul style="list-style-type: none"> Delivers public outreach of research results to appropriate non-academic audiences. If holding an ARC appointment, conducts some mission-related research consistent with the approved ARC project(s) that funds the faculty member's ARC appointment in a team-based program with faculty members with designated Extension responsibilities. If holding an ARC appointment: Contributes to the development and dissemination of appropriate Extension or other outreach materials consistent with issue-based integrated research-Extension projects, consistent with the approved ARC project(s) that funds the faculty member's ARC appointment. 	<ul style="list-style-type: none"> Little or no evidence of outreach to the non-academic public that could benefit from the scholarly product. If holding an ARC appointment: Fails to document integration of some research with Extension programs.
Program Planning	<ul style="list-style-type: none"> Research or creative activity is sharply focused and moving in an identifiable way along a set of milestones to achieve the long-term goals of the research or creative scholarship program. If holding an ARC appointment: Research program is planned to address issues, needs and opportunities consistent with the approved ARC project(s) that funds the faculty member's ARC appointment, with documented input from appropriate stakeholders. 	<ul style="list-style-type: none"> Research or creative activity is generally focused and moving in an identifiable way along a set of milestones to achieve the long-term goals of the research or creative scholarship program. If holding an ARC appointment: Research program is planned to address issues, needs and opportunities consistent with the approved ARC project(s) that funds the faculty member's ARC appointment, with documented input from appropriate stakeholders. 	<ul style="list-style-type: none"> Research or creative scholarship program does not demonstrate a focused, planned effort to advance disciplinary knowledge and achieve a national or international reputation. If holding an ARC appointment: Fails to seek stakeholder input into the research program.
Professional Service	<ul style="list-style-type: none"> Provides leadership for multi-state, national and international scholarly activities. Serves on major peer-reviewed journal editorial boards and/or serves as Editor-in-Chief of a peer-reviewed journal. 	<ul style="list-style-type: none"> Actively participates in statewide, national or international review panels, manuscript review processes, committees or other professional assignments. Serves on peer-reviewed journal editorial boards. 	<ul style="list-style-type: none"> Does not actively participate in statewide, national or international review panels, manuscript reviews, committees or other professional assignments.

³ All faculty members, regardless of appointment, are expected to extend their research to appropriate elements of the non-academic public. Those with ARC appointments are expected to seek opportunities to participate on interdisciplinary issue-based projects and teams that address important public issues by extending research outcomes through education and outreach.