**CAHNRS Research and Disciplinary Scholarship Assessment Matrix**

<table>
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<th>Performance Dimensions</th>
<th>Performance Exceeds Expectations (In Addition to Requirements for “Performance Meets Expectations”)</th>
<th>Performance Meets Expectations</th>
<th>Performance Needs Improvement</th>
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| Disciplinary Scholarship\(^1\) | • 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). | • 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). | • 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 Research\(^2\) | • 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. | • 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. | • 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 | • Seeks/obtains 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. | • 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. | • Does not seek/acquire significant extramural funding to support program or seeks/expects 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 | • 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. | • Serves as chair of at least one graduate student committee  
• Participates in additional graduate student committees.  
• Consistently provides full extramural grant support to least one graduate assistant. | • 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.
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| Research Integration$^3$| • 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.  
  • 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.  
  • 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       | • 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.  
  • 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.  
  • 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   | • 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.  
  • Actively participates in statewide, national or international review panels, manuscript review processes, committees or other professional assignments.  
  • Serves on peer-reviewed journal editorial boards.  
  • 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.