

New Jersey Institute of Technology

Exhibit A - PSA - Faculty Merit - Default Rubric

Proposed PSA/NJIT - Updated 5/25/2021 v1.6

Note: This is an example of a fixed field, with other fixed fields TBD.

Minimum possible value is fixed.

						Value of Measure	Value of Measure	
Categories	Field in Digital Measures	Source Data	Field is System Generated or User Inputted?	Maximum Points Corresponding to Each Category	Measures Reported	Prof #1	Max Value in Department	Points Assigned - Prof #1
1 TEACHING 35% - Assign measures by department	Teaching Evaluation	OIE - teaching evaluation Academic Year	Pre-Populated	200	** Weighted Avg. of Overall Evaluations/Total # of Students = Overall Score Rating (Note #1)			
	Credit Instruction	faculty load OIE	Pre-Populated	30	# of Students Taught (Enrollment)			
		faculty load OIE	Pre-Populated	30	# of Contact Hrs. Taught			
	Directed Student Learning	Digital Measures	User	60	# e.g. Thesis / Dissertation, PhD Dissertation (2x), MS Dissertation (1x), BS Independent Study (1x)			
	Course/Curriculum Dev. Activity Modified Duties Leave/Special Service	Digital Measures	User	30	# 1st Time Taught/New Courses, all Modalities (Note #2)			
					Department	User		Boolean, Yes = at least 70% of Max in Dept
				350	Total - Teaching			-
2 SERVICE 15% - Assign measures by department	Academic Advising - UG	Digital Measures	User	40	# of UG Students Advised			
	Academic Advising - GRAD	Digital Measures	User	30	# of GRAD Students Advised			
	D/C/U Committees	Digital Measures	User	50	# of Committees Served On w/Substantial Service Multiplier (2x) (Note #3)			
	Professional	Digital Measures	User	20	# of Councils Served On			
	Public	Digital Measures	User	10	# of Boards Served On			
				150	Subtotal - Service			-
3 RESEARCH & SCHOLARSHIP 50% - Assign measures by department	Intellectual Contributions	Digital Measures	User	90	# of Peer Review Journals (80 -> 90)			
		Digital Measures	User	20	# of Books			
		Digital Measures	User	50	# of Book Chapters			
		Digital Measures	User	50	# of Refereed Conf. Papers			
	Intellectual Property (e.g., copyrights, patents)	Digital Measures	User	40	# of Licensed Patents			
		Presentations Given including Artistic and Professional Performances & Exhibits	Digital Measures	User	20	National		
	Digital Measures		User	30	International			
	Contracts, Grants & Sponsored Research-Overall	Streamlyne	Pre-Populated	50	# of Grants/Contracts First Funded in FY			
		Banner Grant Budget	Pre-Populated	50	Grants/Contracts Award Value at Time of Award in FY			
		R&A Expense Report - FY (Banner)	Pre-Populated	50	Grants/Contracts \$ Spent in FY			
Streamlyne		Pre-Populated	50	# of Grants & Sponsored Research Submitted & Currently Under Review				
				500	Subtotal - Reserach & Scholarship			-
				1000	Grand Total			-

Note #1: Former Q13 current Q8 (teaching effectiveness of the instructor)

Note #2: 1st Time Taught/New Courses, all Modalities
Examples:
First time teaching a course = 1 point
First time teaching a course within last three years = 1 point
Developing a new course in any modality = 1 point
Developing a new course in any modality + 1st time teaching it = 1 point + 1 point
Converting an existing course to a new modality = 1 point

Note #3: 7 "Significant Committees":
1 - University P&T
2 - Faculty Senate
3 - PSA Board
4 - CUE
5 - Middlestates Study
6 - Committee on Graduate Education
7 - Sabbatical committe
8 - Institutional Review Board (IRB)