

President's Distinguished University Citizenship and Service Award – Evaluation Rubric

- Confirm eligibility
 - Faculty members (lecturer or clinical faculty, full-time tenure or tenure-track faculty, research faculty, library faculty, or extension faculty) who have worked at the University of Vermont for at least five years. Faculty members serving in administrative roles are eligible for the award.
 - Service awards will not be given to the same person more than once in a ten-year period.

Criteria	Score			
	0	1	2	3
EXCEPTIONAL SERVICE				
<i>Demonstrated exceptional service to the University of Vermont. This includes, but is not limited to, service at the department, college or school, or University-wide level, service on committees, governance groups, and advising student organizations or committees. The nature of the service must go beyond that expected of faculty for promotion and advancement at the University.</i>	Little or no evidence of exceptional service to the University of Vermont. <ul style="list-style-type: none"> • Service activities do not go beyond that expected of faculty for promotion and advancement. • Service activities tend to be limited in scope (e.g., focused at one university level or in one area). 	Modest evidence of exceptional service to the University of Vermont. <ul style="list-style-type: none"> • Participation in service activities go beyond that expected of faculty for promotion and advancement. • Service activities tend to be limited in scope (e.g., influence is primarily at one university level or in one area). 	Good evidence of exceptional service to the University of Vermont. <ul style="list-style-type: none"> • Participation in service activities go beyond that expected of faculty for promotion and advancement. • Service activities tend to be broad in scope (e.g., influence multiple levels of the university). 	Superb evidence of exceptional service to the University of Vermont. <ul style="list-style-type: none"> • Participation in service activities are extensive and go significantly beyond typical service for promotion and advancement. • Service activities are exceptionally broad in scope (e.g., significant influence at multiple levels of the university).
EXCEPTIONAL LEADERSHIP				
<i>Demonstrated exceptional leadership in service to the University of Vermont.</i>	Little or no evidence of leadership in service activities to the University of Vermont. <ul style="list-style-type: none"> • Limited evidence of leadership roles in service activities (e.g., generally does not serve in Director, Chair, etc. capacities). 	Modest evidence of leadership in service activities to the University of Vermont. <ul style="list-style-type: none"> • Some evidence of leadership roles (e.g., Director or Chair) in service activities. 	Good evidence of leadership in service activities to the University of Vermont. <ul style="list-style-type: none"> • Often serves in leadership roles (e.g., Director or Chair) in service activities. 	Superb evidence of leadership in service activities to the University of Vermont. <ul style="list-style-type: none"> • Typically serves in leadership roles (e.g., Director of Chair) in service activities AND/OR serves as a leader in high impact service assignments.

SUSTAINED SERVICE				
<i>The nature of the service should extend over multiple years.</i>	Little or no evidence of sustained leadership and service to the University of Vermont. <ul style="list-style-type: none"> Significant service activities are rarely ongoing and often do not extend over multiple years. 	Modest evidence of sustained leadership and service to the University of Vermont. <ul style="list-style-type: none"> Significant service activities extend beyond one year (e.g., 2-3 years). 	Good evidence of sustained leadership and service to the University of Vermont. <ul style="list-style-type: none"> Significant service activities are sustained and extend over several years (e.g., 3-5 years). 	Superb evidence of sustained leadership and service to the University of Vermont. <ul style="list-style-type: none"> Significant service activities are sustained and extend over a significant period of time (e.g., beyond 5 years).
TRANSFORMATIVE LEADERSHIP AND ACCOMPLISHMENT				
<i>Evidence of transformative leadership and accomplishment as an institutional citizen must be demonstrated. Broadly defined, the service of the nominee must have “made a significant difference” at the University of Vermont.</i>	Little or no evidence of transformative leadership or accomplishment. <ul style="list-style-type: none"> Limited evidence that leadership and accomplishments have “made a significant difference” at UVM. 	Modest evidence of transformative leadership or accomplishment. <ul style="list-style-type: none"> Evidence that leadership and accomplishments have “made a difference” at UVM, but impact is limited in scope. 	Good evidence of transformative leadership or accomplishment. <ul style="list-style-type: none"> Evidence that leadership and accomplishments have “made a significant difference” at UVM, and impact is broad in scope. 	Superb evidence of transformative leadership or accomplishment. <ul style="list-style-type: none"> Evidence that leadership and accomplishments have “made a significant difference” at UVM, and impact is exceptionally broad in scope.

Note: Service to the faculty member’s profession or to the external community are not a criteria for the award.

Updated 9/2023