

College of Sciences Guidelines for Annual Faculty Performance Rating

Excellent	Very Good	Good
<p>Meets the criteria for a rating of “Very Good” AND the expectation that more than one of the criteria related to teaching, research and service are SIGNIFICANTLY above the norm expected for the department WITHIN RANK. Examples (each of which may pertain to teaching, research, and service) include:</p> <ul style="list-style-type: none"> ➤ Major grants as PI or Team Leader that support students, provide return indirect costs, and generate release monies at or above the norm. ➤ Professional awards of distinction. ➤ Major new long-term programmatic initiatives impacting the department, college or university. ➤ Significant documented service to the profession, such as an officer of a national or international organization. ➤ Significant leadership service to the department well above the norm. ➤ Substantial contributions to the Strategic Goals of the department and college. 	<p>Meets the criteria for a rating of “Good” AND at least two or more of the following:</p> <ul style="list-style-type: none"> ➤ Superior teaching performance. ➤ Significant contribution to the educational experience of the students with documented effective innovation in the classroom, lab, or project. ➤ Major research grants that support students and return indirect costs to the department. ➤ Generate external release monies. ➤ Honors such as awards for teaching excellence, research contributions, scholarship, or professional service. ➤ Significant service to national or international professional organizations. ➤ Significant participation in collaborative and multi-disciplinary research or teaching efforts and programs. ➤ Significant service benefiting the department. ➤ Significant number of publications in refereed journals. 	<p>Items to be weighted according to assigned duties and established goals relative to teaching, research and service:</p> <ul style="list-style-type: none"> ➤ Effective teaching. ➤ Graduate research advising and/or involvement of undergraduates in research activity. ➤ Effective undergraduate and graduate academic advising. ➤ Development of educational programs and facilities. ➤ Effective departmental service. ➤ Personal professional development. ➤ Participation in professional societies or equivalent professional service. ➤ Research proposals prepared and submitted. ➤ Funded research grants or contracts that provide support for graduate students. ➤ Refereed journal publications. ➤ Participation in collaborative and multi-disciplinary research or teaching efforts.
Fair	Marginal	Unsatisfactory
<p>The individual is generally performing at the level expected for a rating of Good but is below expectations in some of the criteria with no special circumstances.</p>	<p>The individual is generally NOT performing at the level expected for a rating of Good and is significantly below expectations in several of the criteria with no special circumstances.</p>	<p>The individual is seriously neglecting his or her duties to the department, college, and University.</p>

Notes:

1. A rating of “Good” reflects solid performance in assigned duties and established goals. An individual rated “Good” is an asset to the department.
2. Other assigned duties may require substitution for one or more of the criteria in each category. Such assignments include unusual service to the department, college, or University beyond the faculty norm or may represent activities during sabbatical leave. They must be agreed and approved in the Annual Goals.
3. The rating of “Excellent” is unusual. It will be given for exceptional work over the course of a year. No expectation for a rating of “Excellent” for the current year should be based on a rating of “Excellent” in the previous year.