

Performance Rating Definitions

1 - Not Meet Expectations or Needs Improvement (NME): this rating should be used when the performance does not meet the effort and goals proposed for the reporting period, the accomplishments are well below the typical expectations for faculty with comparable allocations of effort, and the gap is not covered by other comparable activities

2 - Meets Expectations (ME): this should be considered as a positive rating, used when the performance is comparable to the effort and goals proposed for the reporting period and the accomplishments are comparable to the basic expectations for faculty with comparable allocations of effort

3 - Exceeds Expectations (EE): this rating should be used when the faculty member achieved accomplishments that are well beyond what was proposed in the Allocation of Effort Statement and well beyond the typical expectations for faculty with comparable allocations of effort

4 - Exemplary (EX): this rating should be used sporadically to recognize individuals who have truly distinguished themselves across the institution (e.g., by receiving an institutional award, e.g., Westhafer) or nationally (e.g., a CAREER award).