

## Faculty Performance Rating Definitions

### Policy E07.0 Annual Review of Faculty (Section II,D)

Outstanding

Reflects performance that represents a truly exceptional level of accomplishment.

Exceeds Expectations

Reflects performance that exceeds the level of accomplishment in relation to the expectations for a given faculty member.

Meets Expectations

Reflects the performance that meets the level of accomplishment in relation to the expectations for a given faculty member.

Does Not Meet Expectations

Reflects performance that does not meet the level of accomplishment in relation to the expectations for a given faculty member. This rating indicates a deficiency beyond what can be considered the normal range of year-to-year variation in performance.

Unsatisfactory

Reflects performance that repeatedly fails to meet the level of accomplishment in relation to the expectations for a given faculty member in a way that reflects disregard of previous reviews or other documented efforts to provide correction or assistance.