Guidelines for Distinguishing Amongst Meets, Exceeds, and Exceptional Faculty Performance Good Work, Outstanding Work, and Extraordinary Year

Guidelines for *Meets Expectations vs Exceeds Expectations* Good Work vs. Outstanding Work

- **Meets**— *Good Work* expectations is by definition a high level of productivity and high quality scholarly outputs in teaching, research, extension--and it also includes expectations for contributions to service and governance;
- Strong faculty performance considerably above the minimum expectations for *Meets* will generally be given a rating of *Meets Expectations Good Work* although it can be described as at the ‘high end’ of this category in the overall summary of faculty performance;
- **Exceeds Expectations Outstanding Work** indicates a level of productivity and quality that is “significantly” above *Meets Expectations Good Work* in the primary areas of a faculty member’s appointment (“head and shoulders above *Meets Expectations Good Work*”);
- Expectations increase as faculty become fully promoted such that expectations for both *Meets Expectations Good Work* and *Exceeds Expectations Outstanding Work* for full professors/associate professors/assistant professors.

Guideline for *Exceeds Expectations vs Exceptional Performance* Outstanding Work vs. Extraordinary Year

- **Exceptional Performance**— *Extraordinary Year* indicates that, in addition to exceeding expectations in the primary areas of responsibility as described above, faculty accomplishments in the year of review include one or more high impact output of state, national, and/or international prominence, or of critical importance to the governance and leadership of the Institute or University;
- Such accomplishments are typically summative in nature, and may include:
  - A landmark scholarly output (book, review paper, software product, etc);
  - A discovery of such significant merit and exceptional importance that it has the potential to profoundly alter the originating scientific discipline;
  - A service/leadership role on a major task force or committee of the University, or of a state, national, or international agency that required considerable time and effort and for which the outcome will likely have a lasting institutional impact or will influence policy and science at national or international levels.

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