II. D. GENERAL CRITERIA FOR RANKINGS FOR UNIVERSITY COLLEGE FACULTY

Drafted May 2019; Revised November 2019

1. General Criteria for Teaching

- **Excellent**: Consistently meets the minimum expectations described above and significantly exceeds the standard for teaching as reflected in extensive use of professional development and self-assessment to enhance teaching and improve student learning and strong student course evaluations. Other accomplishments may be used to determine a rating of Excellent, such as teaching excellence awards, showing leadership in major curricular development, demonstrating student mentorship or teaching that leads to significant student achievement (awards, publishing/conferences, research), or major teaching innovations (team teaching, new learning communities, etc.).

- **High**: Consistently meets the minimum expectations described above and exceeds the accepted standard for teaching as reflected in the use of professional development and self-assessment to enhance teaching or improve student learning and strong student course evaluations. Other accomplishments may be used to determine a rating of High, such as earning or being nominated for teaching awards, contributing to curricular development, mentoring students, or participating in innovative teaching projects.

- **Meets Expectations**: Consistently meets the minimum expectations described above and meets the accepted standard for teaching as evidenced by commitment to continuous improvement through professional development, peer review, self-assessment, and student course evaluations.

- **Unsatisfactory**: Does not consistently meet the minimum expectations described above or is below the accepted standard for teaching as evidenced by commitment to continuous improvement through professional development, peer review, self-assessment, and student course evaluations.

2. General Criteria for Service

- **Excellent**: Well above minimum expectations described above for faculty members of comparable rank. A faculty member must significantly exceed minimum expectations for this rating. To meet the rank of Excellent, a faculty member may serve the department, university, or college in a leadership capacity or may take on multiple service responsibilities that demonstrate initiative in their patterns of service. Recognition for service, including nomination and/or receipt of an internal or external award or honor in the year under consideration may also qualify a faculty member for excellence in service at the annual review.

- **High**: Exceeds the minimum expectations described above for full-time faculty members of comparable rank. To meet the rank of High, a faculty member
demonstrates a pattern of service to the University within a given year. This might include participating in different department, college or university service activities beyond the standard requirement, serving on a work-intensive standing committee, performing significant ad hoc committee work, or supporting a program, project, student group, or event in service to the institution without compensation.

- **Meets Expectations:** Meets minimum expectations described above for faculty members of comparable rank. The faculty member regularly attends department meetings and recognition and commencement ceremonies, participates in assessment and advising, and performs department-level service as assigned by the department chair and college or university service as requested by the dean or provost.

- **Unsatisfactory:** Performance does not meet the minimum expectations described above for faculty of comparable rank. The faculty member does not regularly attend department meetings and recognition and commencement ceremonies, participate in assessment and advising, or perform department-level service as assigned by the department chair or college or university service as requested by the dean or provost.

3. General Criteria for Overall Rankings

- **Excellent:** Exceptional performance exceeding expectations for full-time faculty members of comparable rank and workload in the department and/or college.

- **High:** Exceeds performance expectations for full-time faculty members of comparable rank and workload in the department and/or college but does not rise to the level of Excellent.

- **Meets Expectations:** Meets expectations for performance for full-time faculty members of comparable rank and workload in the department and/or college.

- **Unsatisfactory:** Performance is below expectations for a full-time faculty member of comparable rank and workload in the department and/or college.