

Merit Categories and Corresponding Ratings

Significantly Exceeding Expectations **7 Points**

- Faculty member significantly exceeds expectations as determined by the departmental rubric and performs at the highest level.

Exceeding Expectations **4-6 Points**

- Faculty member exceeds expectations as determined by the departmental rubric, but not at the highest level.
- Faculty members exceed expectations at varying levels; therefore, this category allows for a 3-point range.

Meeting Expectations **3 Points**

- Faculty member meets expectations as determined by the departmental rubric, but does not exceed them.

Below Expectations **2 Points**

- Faculty member does not meet expectations as determined by the departmental rubric but performance appears to be subject to improvement.

Significantly Below Expectations **1 Point**

- Faculty member consistently fails to meet expectations as determined by the departmental rubric in a way that reflects disregard of previous advice for improvement.

Unacceptable Performance **0 Points**

- Faculty member acts in a way that involves professional misconduct.
- Faculty member is derelict of duty.

Notes:

- (1) Departmental rubrics should define benchmarks that must be met to earn a given rating.
- (2) Ratings for each area (teaching, service, and scholarship/creative activities) must be limited to whole numbers.