

## 2011 Faculty Annual Performance Review Rating Categories

Exceptional Accomplishments (5) - This evaluation is appropriate for faculty who during the evaluation period:

1. Have documented productivity and quality of achievement that is significantly above high expectations for College faculty and
2. Have described and documented exceptional impact, recognition, leadership or service, and
3. Are meeting high expectations in all assigned DOE categories.

Meets High Expectations (4) - This rating results from:

1. Documented scholarly productivity during the two year evaluation period at or above the norm for nationally recognized faculty in similar fields at colleges similar to ours
2. Impact, recognition, and leadership at or above the norm for established, nationally recognized faculty at UK and benchmark institutions
3. Satisfactory evaluations in all assigned DOE categories.

Satisfactory Performance (3) - This evaluation may be appropriate for:

1. Non-tenured faculty who are meeting expectations for progressing towards promotion and tenure, but have yet to establish a sufficient record of scholarly achievement to justify consideration for tenure
2. Tenured faculty who meet expectations but whose scholarly productivity and impact do not meet high expectations
3. Tenured faculty with a long-term record of contributions, whose productivity or contributions during the rating period is below expectations, but who have changed assignments, redirected programs, or have accepted unusual responsibilities
4. Tenured faculty who may meet high expectations in some DOE categories, but are below expectations in other categories.

Below Expectations (2) - This evaluation indicates that:

1. The record during the evaluation period is below expectations for scholarly productivity, impact, achievement and quality of work for faculty who sustain a record of success in the College, yet
2. There is some documented contribution to research, teaching or extension assignments during the evaluation period, and/or significant progress is being made towards meeting expectations
3. Tenured faculty who may have satisfactory performance in some DOE categories, but are unsatisfactory in other categories.

Unsatisfactory (1) - This evaluation is appropriate for faculty who:

1. Have scholarly productivity well below expectations during the evaluation period in one or more assignment categories constituting at least 50% of the DOE, and
2. Document little or no impact, and
3. Have presented little or no evidence of progress towards meeting expectations during this or recent evaluation periods.