|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | No Raise | Raise Eligible | |
| Unsatisfactory | Satisfactory | |
| Minimum (Does Not Meet) | Meets | Exceeds |
| Research: | | 0 publications  Conference attendance/no presentation  Manuscript draft(s) in progress | 1-2 publications  Conference presentation(s)  Manuscript(s) under review  Grant proposal in progress | 3+ publications  Grant submission(s)  Invited conference presentation(s)  Mentored students in research lab  Research awards  Grant expenditures |
| % Distribution | 40% |
| Teaching: | | Teach 4 courses  None-few student complaints  CET below Campus average | CET above Campus average  Updated courses as appropriate based on feedback  Peer observation  Provided consideration to students  Met student needs  Teaching prof. development  Served on thesis committee | CET above Dept average  New preps  Teaching awards  Chaired thesis or dissertation committee  SoTL work or Teaching grants |
| % Distribution | 40% |
| Service | | Serve on 1 dept committee  Advise students or additional dept service  Review conference presentations | Serve on 1-2 university committees  Serve on 2 dept committees  Serve on professional committee  Ad hoc journal reviewing | Serve on 3+ dept committees  Serve on 3+ university committees  Chair/lead professional committee/University committee  Editor/Editorial board  Funding agency reviewing  Service award |
| % Distribution | 20% |