|  |  |  |
| --- | --- | --- |
|  | No Raise | Raise Eligible |
| Unsatisfactory | Satisfactory |
| Minimum (Does Not Meet) | Meets | Exceeds |
| Research: | [ ] 0-1 publications[ ] Conference attendance/no presentation[ ] Manuscript draft in progress [ ]  | [ ] 2-3 publications[ ] Conference presentation(s)[ ] Manuscript(s) under review[ ] Grant proposal in progress[ ]  Grant expenditures[ ]  | [ ] 4+ publications[ ] Grant submission(s)[ ] Invited conference presentation(s)[ ] Mentored students in research lab[ ] Research awards[ ]  |
| % Distributionhad 2 course buyouts | 60% |
| Teaching:  | [ ] Teach 2 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[ ]  | [ ] CET above Dept average[ ] New preps[ ] Teaching awards[ ] Chaired thesis or dissertation committee[ ] Teaching professional development[ ] SoTL work or Teaching grants[ ]  |
| % Distribution | 20% |
| 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[ ] Editor/Editorial board[ ] Funding agency reviewing [ ] Service award[ ]  |
| % Distribution |  20% |