|  |  |  |
| --- | --- | --- |
|  | 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 publication[ ] Conference presentation(s)[ ] Manuscript(s) under review[ ] Grant proposal in progress[ ]   | [ ] 2+ publications[ ] Grant submission(s)[ ] Invited conference presentation(s)[ ] Mentored students in research lab[ ] Research awards[ ]  |
| % Distribution | 30% |
| Teaching:  | [ ] Teach 5 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[ ]  SoTL work or Teaching grants | [ ] CET above Dept average[ ] New preps[ ] Teaching awards[ ] Served on thesis or dissertation committee[ ]  |
| % Distribution | 50% |
| 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(s)/university committee(s)[ ] Editor/Editorial board[ ] Funding agency reviewing [ ] Service award |
| % Distribution |  20% |