

## Executive Performance Ratings

Performance Rating
Superior
Good
Commendable
Fair
Unsatisfactory

### PERFORMANCE RATINGS

*Determined relative to approved performance goals*

**Superior Performance** - **Surpasses** most expectations.

- Leads the way and succeeds in major, novel challenges and initiatives.
- Constantly anticipates and/or responds effectively to changing situations and University needs.
- Demonstrates a constant commitment to the continuous excellence of academic programs and research.

**Good Performance** - **Exceeds** several performance expectations.

- Actively supports changing situations and challenges.
- Regularly develops new approaches and implements new programs.
- Produces outstanding work quality and productivity beyond required standards.

**Commendable Performance** - **Achieves** expectations.

- Proactively improves the University's visibility locally as well as nationally.
- Performance is of high quality in significant areas of responsibility.

**Fair Performance** - **Achieves** some expectations.

- Work performance does not meet all expectations.
- Performance needs to be improved and specific goals achieved that demonstrate a clear commitment to excellence.

**Unsatisfactory Performance** - **Fails** to meet expectations.

- Work performance fails to adequately meet any of the expectations.
- Does not demonstrate the ability to work effectively in an academic and research environment.