

**PAC EVALUATION CLASSIFICATIONS FOR A 3-YEAR WINDOW
(Adopted by Faculty Vote December 2008)**

TEACHING

- EXCELLENT** Does an excellent job, has at least 66% of their in-class evaluations as class 1 and
- a. 10 class-1 classroom teaching activities, and 3 class-1 non-classroom teaching activities and 2 class-2 non-classroom teaching activities or
 - b. 8 class-1 classroom teaching activities and 2 class-2 classroom teaching activities, and 5 class-1 non-classroom teaching activities
- VERY GOOD** Does a very good job, has at least 50% of their in-class evaluations as class 1 and
- a. 11 class-1 teaching , or
 - b. 5 class-1 teaching activities and 10 class-2 teaching activities ,
- GOOD** Does a good job, has at least 33% of their in-class evaluations as class 1 and
- a. 6 class-1 teaching activities, or
 - b. 4 class-1 teaching activities and 4 class-2 teaching activities, or
 - c. 10 class-2 teaching activities.
- UNSATISFACTORY** Is not performing at a level that is consistent with expectations of the department.

One 'class-1' teaching activity may substitute for two 'class-2' teaching activities, but the converse does not apply.

Unless otherwise specified, teaching activities include both classroom and non-classroom activities.

RESEARCH AND PROFESSIONAL

(The following are minimum publishing requirements, and only one Other can be obtained from paper presentations in any three year window.)

- EXCELLENT** Does an excellent job, having ongoing research activities and
- a. One Class A journal and one Class B journal article , or
 - b. Two Class B journal articles, and external research grants totaling at least \$25,000, or
 - c. Three Class B journal articles.
- VERY GOOD** Does a very good job, having ongoing research and
- a. One Class A journal article, or
 - b. One Class B journal article and external research grants totaling at least \$15,000., or
 - c. Two Class B journal articles.
- GOOD** Does a good job, having ongoing research, at least one journal publication and one or more activities from the following list:
- a. An article submitted to a journal,
 - b. Any proceeding published at a professional meeting,
 - c. Any paper presented at a professional meeting,
 - d. A textbook,
 - e. External or internal grants totaling at least \$10,000.
 - f. Another published journal article.

UNSATISFACTORY Has minimal activity, but overall performance is not at an acceptable level.

SERVICE

- EXCELLENT** Does an excellent job, having:
- a. 8 class-1 activities and 4 class-2 activities, or
 - b. 6 class-1 activities and 8 class-2 activities, or
 - c. 4 class-1 activities and 12 class-2 activities.
- VERY GOOD** Does a very good job, having:
- a. 5 class-1 activities, or
 - b. 3 class-1 activities and 4 class-2 activities, or
 - c. 6 class-2 activities.
- GOOD** Does a good job, having:
- a. 3 class-1 activities, or
 - b. 2 class-1 activities and 2 class-2 activities, or
 - c. 4 class-2 activities.
- UNSATISFACTORY** Overall service performance is not at an acceptable level.

SERVICE for UNTENURED FACULTY

- EXCELLENT** Does an excellent job, having:
- a. 5 class-1 activities, or
 - b. 3 class-1 activities and 4 class-2 activities, or
 - c. 6 class-2 activities.
- VERY GOOD** Does a very good job, having:
- a. 4 class-1 activities, or
 - b. 3 class-1 activities and 2 class-2 activities, or
 - c. 5 class-2 activities.
- GOOD** Does a good job, having:
- a. 2 class-1 activities, or
 - b. 1 class-1 activities and 2 class-2 activities, or
 - c. 3 class-2 activities.
- UNSATISFACTORY** Overall service performance is not at an acceptable level .

One 'class-1' service activity may substitute for two 'class 2' service activities, but the converse does not apply.