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.