Consistently exceeds performance expectations and role requirements; achieves goals; contributions are unique and visible to the university; produces high impact results beyond role and team, to the point of being atypical.

Consistently Surpasses Expectations

Fully Achieves Expectations
Achieves performance expectations and role requirements; achieves goals; solid contributions are recognized throughout the department, school, or division; produces expected results.

Frequently Exceeds Expectations
Often exceeds performance expectations and role requirements; achieves goals; impactful contributions are recognized throughout the school or division; often exceeds expected results.

Development Needed
Sometimes meets performance expectations and role requirements; achieves some or all goals; demonstrates inconsistent performance and/or behavior; needs development to produce expected results.

Does Not Meet Expectations
Does not meet performance expectations and role requirements; immediate action is required to improve performance and/or behavior; performance improvement plan is required.