

Criteria Used for Evaluating Performance When Soliciting Extramural Evaluations

Academic Administrator

Administration/management of programs
Professional competence
University and public service
Teaching and/or research (optional)

Academic Coordinator

Administration/coordination/management of programs
Professional competence
University and public service

Agronomist (___ in the Agricultural Experiment Station) series

Mission-oriented research and creative work
Mission-oriented outreach
Professional competence and activity
University and public service

Assistant and Associate University Librarians

Professional competence and quality of service within the Library
Professional activity outside the Library
University and public service
Research and other creative activity

Continuing Educator

Academic planning and curriculum development
Program administration and marketing
Human resource management and development
Professional competence
University and public service

Librarians (non-represented)

Professional competence and quality of service within the Library
Professional activity outside the Library, if relevant
University and public service, if relevant
Research and other creative activity, if relevant

Professional Research series

Independent research program/creative work
University and public service
Professional competence

Project (e.g., Scientist) series

Research/creative work
University and public service (where defined in the position description)
Professional competence

Specialist and Specialist in the AES series

Research in specialized areas

Professional competence and activity
University and public service (where defined in the position description)

Specialist in Cooperative Extension series

Extending knowledge and information in disciplines related to the programs of Cooperative Extension
Applied research and creative activity
Professional competence and activity
University and public service
Effectiveness in affirmative action consistent with federal guidelines

Supervisor of Physical Education series

Effectiveness in teaching
Professional achievement in one or more of the following:
 Physical activities
 Campus intramural or recreation programs
 Extramural sports
 Intercollegiate sports programs
University and public service

University Extension Teacher

Teaching performance
Professional competence and activity
University and public service