**Physics, Biology, and CLASS Departments**

Humane Evaluation System Pilot

* **(4) High/Outstanding/Exceptional** – This level is reserved for faculty who have had a truly exceptional year warranting an additional award above the merit raise.
* **(3) Professional Level** – This level is for faculty who are well-performing and meeting the professional standards in their disciplines and warrant a merit raise for their quality contributions to their fields and to the institutions. We would expect most faculty would be performing at this level in most years.
* **(2) Acceptable –** This level is for faculty who might be underperforming in some way. Faculty at this level and chairs might discuss ways to perform at a professional level appropriate to their disciplines, or (in cases of tenured faculty member) or might renegotiate the standard 40-40-20 performance expectations.
* **(1) Warning –** Faculty at the warning level might be candidates for post tenure review.

Possible questions for PAR cover letter

1. In what ways did you meet your professional-level goals for the past year? (A couple sentences or short list of bullets will suffice)

2. What are your goals for professional-level productivity for the upcoming reporting year? (A couple sentences or a short list of bullets will suffice)

3. If you feel that you have had an exceptional year warranting High/Exceptional-level performance, please include a letter or memo explaining the reasons.

4. If you feel that you may have performed at the “Acceptable” level, please provide a few sentences of explanation and questions that you might want to discuss with the Department Chair.