

Physics, Biology, and CLASS Departments

Humane Evaluation System Pilot (Simpson/Rogelj/Sonnenfeld)

- **(4) Exceptional/Outstanding** – This level is reserved for faculty who have had a truly exceptional year warranting an additional award above the merit raise.
- **(3) Very Good** – This level is for faculty who are well-performing and meeting the substantial demands of professorship 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 are still of great value to their departments but might not be reaching the quite high standards at level 3. Faculty and chairs might discuss ways to perform at a higher level appropriate to their disciplines, 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 goals for the past year? (A couple sentences or short list of bullets will suffice)
2. What are your productivity goals 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 Outstanding/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.