<table>
<thead>
<tr>
<th>A&amp;S Categories</th>
<th>Teaching</th>
<th>Research/Scholarship</th>
<th>Service</th>
</tr>
</thead>
</table>
| 7-9 Greatly Exceeds Expectations | Outstanding student teaching evaluations  
Significant contributions to instruction in activities other than classroom teaching | Significant publication and/or external grant activity | Regular participation in significant service activities at the department level  
Regular participation in significant service activities outside the department |
| 4-6 Exceeds Expectations | Good student teaching evaluations  
Additional performance measures | Publication and/or refereed conference presentations and/or external grant activity | Regular participation in significant service activities |
| 1-3 Meets Minimal Expectations | Competence in teaching as evidenced by student teaching evaluations  
Being readily available to students outside of class hours (office hours, email, etc.) | Professional development activities and/or service as editor, referee, or reviewer | Occasional participation in service activities |
| 0 Fails to Meet Expectations | | | |

Faculty in the standard/research track should exceed expectations for both teaching and research/scholarship.

Faculty in the alternate/service track should exceed expectations for both teaching and service.

Lecturers and instructors should exceed expectations for teaching.