

## College of Medicine Appendix A – Exhibit 4

### Rating Scale for Faculty Annual Performance Evaluation (APE)

<b>PERFORMANCE EVALUATION RATING SCALE</b>		
<b>Outstanding Performance</b>	Performance consistently and significantly above standards in virtually all areas; far exceeds normal expectations; outstanding achievements and contributions plus outside recognition of effort.	4.00 – 5.00
<b>Exceeds Performance Expectations</b>	Performance generally well above standards in many important aspects; frequently exceeds normal expectations.	3.00 – 3.99
<b>Meets Performance Expectations</b>	Performance fully meets standards in all important aspects; a good contributor.	2.00 – 2.99
<b>Below Performance Expectations</b>	Performance below standards in a number of areas; improvement needed to achieve functional performance level.	1.00 – 1.99