

ROLES	MIN%	MAX%		RATING SCALE	
Instruction	40%	60%		5	Exemplary Performance
Profession	20%	30%		4	Commendable Performance
Service	20%	30%		3	Professionally Acceptable
				2	Improvement Required
				1	Unprofessional
InstructionCOMPONENTS		100%			
Teaching		80%			
Advising		20%			
ProfessionCOMPONENTS		100%			
Research & Professional Development		50%			
Scholarly Service & Production		50%			
ServiceCOMPONENTS		100%			