Excellence Qualification in Chemistry
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A faculty may be designated as "excellent" from their annual performance review. The four categories for such a rating are*: research, teaching, service, and overall. A faculty is eligible to be excellent in any or all areas, i.e., overall.

Eligibility for excellence is based on the Personnel Committee's and Chairperson's annual ratings of faculty member performance. A faculty must score at least 0.4 above that year's assigned workload distribution performance 'average value†' in a specific category (or overall) order to be eligible for an "excellent" rating. No more than four (4) faculty are allowed an "excellent" classification for any category and top evaluation scores earn excellent classification over lower evaluation scores. Because the Department of Chemistry values wholistic faculty contributions, if a faculty is eligible, but scores in the bottom three (3) faculty or is unsatisfactory in any category, they are automatically disqualified from any excellence rating.

If a faculty is deemed "excellent" in any category for three (3) years out of their five (5) year review cycle, they will qualify for excellence in that category for that review cycle.

* The areas of research, teaching, and service are the normal areas of performance expected for a tenure track faculty. For non-tenure track faculty, their evaluations are necessarily limited to their workload assignment in scope and magnitude.

† This '*average value*' is set by the Personnel Committee before the performance review and reflects a faculty member that *meets the criteria* set forth in a standard faculty workload, i.e., if the faculty member's activities equal that expected according to the workload model then they would be assigned the 'average value' as an evaluation score. This (chosen) average value must be communicated to the Chairperson by the Personnel Committee as it is not necessarily a traditional average, median, or midpoint value.