



HUMAN RESOURCES

Annual Performance Evaluations Scores and Weights

The scoring ranges are:

- **Value (4) - Exceptional (3.5 – 4.00)**
Performance far exceeded expectations due to exceptionally high quality of work; producing “game changing” results that completely changed the trajectory of the department, division, or University.
- **Value (3) – Exceeds Expectations (3.0 – 3.49)**
Performance consistently exceeded expectations in all essential areas of responsibility, and the quality of work overall was excellent. Annual goals were met.
- **Value (2) – Meets Expectations (1.76 – 2.99)**
Performance consistently met expectations in all essential areas of responsibility, at times possibly exceeding expectations, and the quality of work overall was very good. The most critical annual goals were met.
- **Value (1) – Needs Improvement (0.00 – 1.75)**
Performance did not consistently meet expectations – performance failed to meet expectations in one or more essential areas of responsibility, and/or one or more of the most critical goals were not met.

The weight per task is:

- **25% Goals**
- **75% Competencies**