University Libraries Faculty Ratings Scale

Commendable:

Consistently exceeded expectations in major job responsibilities and met goals in alignment with the University Libraries’ Policy on Faculty Duties and Responsibilities: librarianship (~80%), scholarship and service (~20%). Applied skills, knowledge, and initiative to create new and better ways to advance strategic priorities and organizational values. Sought out opportunities to take on additional or new responsibilities as appropriate.

Successful:

Met major job responsibilities and goals in alignment with the University Libraries’ Policy on Faculty Duties and Responsibilities: librarianship (~80%), scholarship and service (~20%). Demonstrated an on-going pattern of performance that fulfilled expectations. Utilized skills, knowledge, and initiative to produce results expected from a faculty member at current rank. Consistently contributed to the advancement of strategic priorities and organizational values.

Unsuccessful:

Did not consistently meet major job responsibilities or goals in alignment with the University Libraries’ Policy on Faculty Duties and Responsibilities: librarianship (~80%), scholarship and service (~20%). Fell short of required performance expectations, and immediate and sustained improvement is required. Performance caused problems, inconveniences, or hardships for others and had a negative impact on organizational effectiveness.

* Pattern of Administration for the Ohio State University Libraries, Section X, pg.13-14.
** Appointments, Promotion, and Tenure Criteria and Procedures for the University Libraries, Section VII, pg. 12.

Adopted October 24, 2018 after discussion at Faculty Meeting on October 9, 2018 and subsequent comment period.