UMSL Performance Appraisal Measures and Definitions

(5) Outstanding
• Role Model
• Customer Centered
• Models University Values
• Knowledgeable Resource
• Mentor, Guide and Teacher
• Identifies Breakthrough Concepts
• In Sync with the Strategic Direction of the University
• Openly Shares Information and Resources
• Actively Promotes Cooperation, Understanding and Teambuilding

(4) Exceeds Expectations
• Performance Consistently Exceeds Expectations in the Key Responsibility or Success Factor
• Meets Challenging Professional Goals
• Assumes extra responsibilities
• Proactive Problem Solver
• Exceptional Contributor

(3) Successful
• Performance Consistently Meets Expectations in Key Responsibility or Success Factor
• Requires Minimal Supervision
• Complies with Rules
• Accurate and On Time
• Assumes Additional Responsibilities
• Meets the University’s High Performance Standards
• Contributes Positively to the Success of the University

(2) Improvement Expected
• Performance Meets Some But Not All Expectations in Key Responsibility or Success Factor
• Requires Occasional Supervisory Intervention
• Does Not Consistently Complete Job Assignments Accurately and On Time
• Performance Occasionally Causes Problems

(1) Unacceptable
• Performance Does not meet Key Responsibility or Success Factor
• Often requires supervision
• Does not consistently complete job assignments accurately or on time
• Performance or behavior often causes problems