Criteria Used for Evaluating Performance When Soliciting Extramural Evaluations

Academic Administrator
- Administration/management of programs
- Professional competence
- University and public service
- Teaching and/or research (optional)

Academic Coordinator
- Administration/coordination/management of programs
- Professional competence
- University and public service

Agronomist (___ in the Agricultural Experiment Station) series
- Mission-oriented research and creative work
- Mission-oriented outreach
- Professional competence and activity
- University and public service

Assistant and Associate University Librarians
- Professional competence and quality of service within the Library
- Professional activity outside the Library
- University and public service
- Research and other creative activity

Continuing Education Specialist (including Acting)
- Administrative and program management skills
- Professional competence
- University and public service

Education Extension Specialist series
- Extending knowledge and information in area of specialty
- Applied research and creative activities
- University, professional, and public service

Professional Research series
- Independent research program/creative work
- University service
- Professional competence

Project (e.g., Scientist) series
- Research/creative work
- University service
- Professional competence

Specialist and Specialist in the AES series
- Research in specialized areas
- Professional competence and activity
- University and public service (where defined in the position description)
Specialist in Cooperative Extension series
- Extending knowledge and information in disciplines related to the programs of Cooperative Extension
- Applied research and creative activity
- Professional competence and activity
- University and public service
- Effectiveness in affirmative action consistent with federal guidelines

Supervisor of Physical Education series
- Effectiveness in teaching
- Professional achievement in one or more of the following:
  - Physical activities
  - Campus intramural or recreation programs
  - Extramural sports
  - Intercollegiate sports programs
- University and public service