

"Satisfactory" does not mean "minimally acceptable." Receiving an evaluation of "Satisfactory" means that the work as a whole was well done and expectations were met. "Needs Improvement" means that some significant aspect of a faculty member's work was not done or poorly done. "Excellent" means that some significant aspect of a faculty member's work was truly outstanding, far beyond what was expected. Faculty, the department chair, the DPC, and university administrators should be careful to avoid a "Lake Wobegon Effect" in assigning and interpreting evaluations. A competent faculty member should expect to receive "Satisfactory" evaluations most of the time and that work should be appropriately rewarded by administrators. Finally, "Satisfactory" does not mean "average for the department"; evaluations should not be made on a "bell curve" but on the basis of individual accomplishment.