**Outstanding Performance Definition**  
This **rare superior performance** is beyond what other high achieving performers would produce and is seldom equaled by peers or colleagues. The individual is widely regarded as **innovative or expert in their field** by external and internal contacts. The employee made individual contributions within the review period well beyond goals set for their role and achieved outcomes that were widely recognized as having significant impact that **produced a measurable fiscal or physical enhancement** to the University. The contribution may be recognized, externally to the organization such as regionally, state-wide or nationally or system-wide **as establishing a new standard or business improvement that would be adopted by other higher education institutions** or moves the University closer to Tier One status. The achievements or accomplishments of the individual must be documented and verifiable.

**(Give detailed examples of employee’s performance rated as “Outstanding Performance”)**

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| **Outstanding Rating – Definition Area** | **Examples of Performance that Illustrate “Outstanding” Rating** |
| Innovative or expert in field external and internal |  |
| Contributions well beyond goals set with outcomes widely recognized  Measurable fiscal/physical  enhancements to University |  |
| External recognition for establishing a new standard or business improvement adopted by other institutions |  |