| ORA Measures of Professional Performance: Priority as a Function of Pay Band (ZP Employees) | | | | | |
|---|---|---|---|---|---|
| ZP Level (GS Equivalent) | Low III (GS 11) | High III (GS 12) | Low IV (GS 13) | High IV (GS 14) | V (GS 15) |
| Research and Applications Activities | 1 | 1 | 1 | 1 | 2 |
| Publications | | 2 | 2 | 2 | 2 |
| Capacity Building through Initiatives, External Funding | | | | 2 | 1 |
| Leadership, Supervision, Management | | | | | 3 |
| Professional or Scientific Service Activities | 2 | 3 | 3 | 3 | 3 |
| Mentoring, Professional Development | 3 | 4 | 4 | 4 | 4 |
| Diversity | 3 | 4 | 4 | 4 | 4 |

The table above provides general guidance for ORA employee performance, where numbers indicate the relative order of importance (1 = highest priority) for the various activities as a function of pay band or grade. To meet minimum expectations, employees should strive to be active in all "numbered" categories within their grade. Expectations might be exceeded through performance in additional areas.

Example: GS-11's should concentrate on Research, but at a level which may not always lead to Publications, and satisfactory performance may be achieved without accomplishments in Capacity Building and Leadership. GS-15's are expected to be active in all categories, concentrating on Capacity Building, with Research and Publications having second priority.