# Faculty Annual Performance Evaluation

(Provisions and content outlined in section 4.3.2 of the *Faculty Handbook*)

|  |  |
| --- | --- |
| Faculty Name |  |
| Current Rank |  |
| Department |  |
| Year |  |

The faculty annual performance evaluations will be done on a calendar year basis from January 1 to December 31. The rating system has three points: “exceeds expectations,” “meets expectations,” and “fails to meet expectations.” The normal rating is “meets expectations.” This rating describes a faculty member who performs the dimension of his or her job with skill, producing the results expected of a highly educated professional. The rating of “meets expectations” also describes a faculty member whose performance on a dimension is essentially comparable to the performance of a broad range of faculty members within the unit. “Exceeds expectations” should be reserved for faculty who had truly outstanding contributions in the evaluation year.

Please review *Faculty Handbook* 4.3 for the statement on Evaluation of Faculty. The faculty member’s self-evaluation should go beyond a list of accomplishments and provide reflections on strengths and areas for growth or improvement.

***\*The COVID-19 pandemic has in many cases affected faculty performance during this review period. This note reminds faculty, department chairs/directors, reviewing committees (i.e., DPC, PTC, and PTR), and other administrative bodies that special considerations may be necessary to understand a faculty member’s performance during the pandemic. For this annual review, faculty are encouraged to explain how COVID-19 may have affected their performance in instruction, research/creative activities, and/or service. Faculty should also note how COVID-19 may continue to influence their performance related to their goals for the next review period of 2021.***

# Instruction

* 1. Self-Evaluation
  2. Chair’s Assessment

|  |  |
| --- | --- |
| **Dimension: Instruction** | |
|  | Exceeds Expectations |
|  | Meets Expectations |
|  | Fails to Meet Expectations |

# Research and Creative Activities

* 1. Self-Evaluation
  2. Chair’s Assessment

|  |  |
| --- | --- |
| **Dimension: Research and Creative Activities** | |
|  | Exceeds Expectations |
|  | Meets Expectations |
|  | Fails to Meet Expectations |

# Service

* 1. Self-Evaluation
  2. Chair’s Assessment

|  |  |
| --- | --- |
| **Dimension: Service** | |
|  | Exceeds Expectations |
|  | Meets Expectations |
|  | Fails to Meet Expectations |

# Progress Toward Associate Professor/Tenure, Professor or Post-Tenure Review

* 1. Self-Evaluation
  2. Chair’s Assessment

# Goal-Setting for the Next Calendar Year

Some colleges and departments may be using a Distribution of Effort model in relation to setting goals. If so, the faculty member and chair should include percentage of effort among teaching, research/creative activity, and service.

* 1. Faculty Member’s Goals (Instruction, research/creative activity, and service)
  2. Chair Comments

**Optional Comments:** The faculty member may attach an additional page of comments in response to the assessments of the department chair.

**Faculty Member:** I have reviewed this document and discussed the contents with the department chairperson. My signature means that I have been advised of my performance evaluation and does not necessarily imply that I agree with the evaluation. Failure to return a signed copy of this form to the department chair within thirty days of its receipt constitutes acknowledgement of receipt and refusal to return the form.

Faculty Member’s Signature Date:

Chairperson’s Signature Date:

Dean’s Signature Date: