Administrative Evaluation of Faculty

Name:______________________________________________________  Rank:___________________________________  Tenure? (yes or no)
Date of Employment:______________  Evaluation Period: Sept.___ - Aug. ___

Criteria for evaluating the performance of faculty.

8  Excellent: Performance significantly exceeds established expectations.
6  Above Average: Performance exceeds established expectations. Some opportunity exists for improvement.
4  Average: Performance consistently meets expectations. Areas for improvement can be identified.
2  Below Average: Performance is below expectations. Improvement areas are evident, and the faculty member should take action to improve performance.
0  Unsatisfactory: Performance is consistently below expectations. The faculty member must take immediate action to improve performance.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
<th>Weight</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Effectiveness in the classroom</td>
<td>______</td>
<td>X 5</td>
<td>______</td>
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<tr>
<td>2. Competence in the discipline</td>
<td>______</td>
<td>X 3</td>
<td>______</td>
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<td>3. Effectiveness in advising</td>
<td>______</td>
<td>X 3</td>
<td>______</td>
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<tr>
<td>4. Special service to students (outside</td>
<td>______</td>
<td>X 2</td>
<td>______</td>
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<td>official classroom and advising contexts)</td>
<td></td>
<td></td>
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<td>5. Service to institution</td>
<td>______</td>
<td>X 2</td>
<td>______</td>
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<tr>
<td>6. Professional activities and growth</td>
<td>______</td>
<td>X 2</td>
<td>______</td>
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<td>7. Research and publications</td>
<td>______</td>
<td>X 2</td>
<td>______</td>
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<td>8. Cooperation, collegiality, dependability</td>
<td>______</td>
<td>X 2</td>
<td>______</td>
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<td>9. Contributions to the community beyond the college campus</td>
<td>______</td>
<td>X 1</td>
<td>______</td>
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</table>

Supervisor: The faculty member’s portfolio offers supporting materials relating to the evaluation process. (yes or no)

Signature of the faculty member indicates an opportunity to review this evaluation with the supervisor, but does not constitute an endorsement of the content of the evaluation. Optional comments by faculty member (use back or additional pages as necessary):

Supervisor’s signature  Date  Faculty member’s signature  Date

Revised October 1998