

## FACULTY ROLES

Each component in the following two faculty roles will be evaluated according to the designated weights.

### A. Teaching/Instruction

1. Content Expertise
  - 1.1. Keeping information current
  - 1.2. Participating in program review
  - 1.3. Maintaining licensure
2. Instructional Delivery
  - 2.1. Using class time effectively
  - 2.2. Using effective instructional techniques and tools (including lecture, discussion, audio/visuals, group activities, or technology)
  - 2.3. Stimulating student interest and achievement
3. Instructional Design
  - 3.1. Developing course materials (syllabi, study guides, tests, etc.)
  - 3.2. Developing new courses
  - 3.3. Designing effective instructional tools (including lecture, discussion, audio/visuals, group activities, or technology)
  - 3.4. Evaluating student learning
  - 3.5. Selecting textbooks
4. Course Management
  - 4.1. Supervising clinical and internship experiences
  - 4.2. Managing activities, materials, and tools for courses (including electronically delivered and off-site courses)
  - 4.3. Coordinating tutor sessions
  - 4.4. Grading and returning papers in a timely manner
  - 4.5. Guiding and assisting student research
  - 4.6. Directing laboratory and field experiences
  - 4.7. Directing/coaching competitive teams and performance ensembles
  - 4.8. Maintaining appropriate supplies and equipment for teaching and research
5. Enrollment Management
  - 5.1. Recruiting
  - 5.2. Advising students
  - 5.3. Serving on graduate committees
  - 5.4. Keeping current on professional licensing regulations
  - 5.5. Assisting students' placement in jobs or graduate school

## **B. Professional Development**

1. Involvement In Professional Organizations
  - 1.1. Maintaining membership in professional organizations
  - 1.2. Attending professional meetings
  - 1.3. Holding office in professional organizations
2. Continuing Education
  - 2.1. Progressing toward advanced degrees
  - 2.2. Attending seminars/conferences/workshops

The following faculty roles will each be evaluated holistically. Each role contains suggested activities that may be evaluated, but not necessarily required.

## **C. Scholarly Activity/Creative Endeavors**

1. Publications/Presentations
  - 1.1. Publishing articles, books, and reviews
  - 1.2. Making presentations at local, state, and national conferences
  - 1.3. Developing web sites
  - 1.4. Presenting concerts and theatrical productions
2. On-going research
  - 2.1. Conducting research projects
3. Professional Recognition
  - 3.1. Receiving awards and honors
  - 3.2. Completing an advanced degree

## **D. Institutional Involvement**

1. Active Committee Participation
  - 1.1. Serving on university committees
  - 1.2. Serving on Faculty Senate
2. Special Programs/Projects/Contests
  - 2.1. Sponsoring campus events (BEST competition/Curricular Contest, FFA, 4-H, Summer Academy, Science Fair, music contests)
  - 2.2. Earning grants
  - 2.3. Bringing speakers to campus
  - 2.4. Acquiring and maintaining materials for special collections
  - 2.5. Maintaining facilities
3. Contributing to Institutional Studies and Reports
  - 3.1. Gathering information

3.2. Analyzing information

3.3. Writing reports

4. Student Organization Involvement

4.1. Serving as an adviser to a student organization

4.2. Serving as a sponsor for student activities

## **E. Community Service**

1. Community Service in Area of Expertise

1.1. Working with teachers in schools

1.2. Serving as consultant to external entities

1.3. Judging contests in area of expertise

2. Community Civic Service

2.1. Maintaining active membership in civic clubs

2.2. Serving as a volunteer for community programs