



Northwestern Oklahoma State University

DATE: September 4, 2008

TO: Dr. Steve Lohmann, Executive Vice-President

FROM: Dr. Tim Maharry, Chair, Faculty Evaluation and Development Task Force (FEAD)

RE: recommendation for modification to Faculty Evaluation system

Dr. Lohmann,

The FEAD task force met in June to discuss a recommendation by Faculty Senate from fall 2007 to include the peers more in the evaluation process. In the past, the entire portfolio was evaluated by the department chair, but only a part of section I (teaching & instruction) was evaluated by peers. Faculty Senate felt that the peer evaluation should carry more weight. After discussing this, the FEAD task force recommends that peers evaluate all sections of the portfolio starting in the fall of 2008. The structure of the portfolio and the evaluation forms will NOT change, this will just increase the input slightly from the peers. Faculty will still be evaluated in 5 sections: Teaching, Scholarly Activity, Professional Development, Institutional Service, and Community Service. The sources for the evaluation will continue to be: Dept. Chair, Peers, and Students via the student evaluations. Under the new system, the chair evaluation still carries the most weight, but it is not quite as heavily weighted on the chair as it has been in the past.

I am in the process of updating the FEAD website and with your approval I will make this slight change to the evaluation process as well as update the page using the new format for the university webpage.

I have attached an example of how this will affect the overall weights for Chairs, Peers, & Students.

If you have any questions or concerns, please don't hesitate to call me or any members of the FEAD task force.

--- Tim Maharry, 327-8583