

# Faculty Evaluation and Development

Informational Faculty Forums

Aug. 30, 31, & Sept. 1, 2004

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<http://www.nwosu.edu/fead/fead.htm>

# FEAD task force members

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# Faculty Evaluation Overview

- **Tenured faculty** will be evaluated every three years in conjunction with tenure review. Tenured faculty will submit a portfolio and have student evaluations in their fall classes. Dr. Lohmann will notify tenured faculty when they are up for tenure review.
- **Non-Tenured** faculty will be evaluated every fall semester and the evaluation will be based on the previous academic year. Non-tenured faculty will have student evaluations done in their fall classes and will submit a portfolio to the department chair. (1st year faculty are exempt from submitting a portfolio, but will have student evaluations done)

# Areas of Evaluation

- (1) Teaching/Instruction, 40 – 75%
- (2) Professional Development, 5 – 25%
- (3) Scholarly Activity, 5 – 25%
- (4) Institutional Involvement, 5 – 25%
- (5) Community Service, 0 – 15%

*Category weights are set by the faculty member.*

# Faculty will be evaluated by:

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- Department/Division Chair
- Peers
- Students (via student evaluations)

# Faculty Evaluation Timeline – Fall 2004

**October 11:** portfolios and peer selections due to dept/div chairs (including category wts)

**Oct. 11 – Nov. 5:** dept/div chairs and peers review portfolios and fill out evaluation forms (coordinated by dept/div chairs)

**December:** Academic deans compile information and add in student evaluation scores

**January 2005:** Dept/Div chairs meet with faculty to return portfolios and review evaluations