Welcome to the Faculty Evaluation presentation.
In this presentation, you will learn about:

- Faculty Evaluation Criteria
- Full-time Faculty Evaluation
- Adjunct Faculty Evaluation
- End-of-Term (EOT) Surveys
Criteria for Faculty

The Dean, Assistant Dean of Faculty, or Chairperson periodically observes, reviews, and evaluates the work and performance of all faculty members in their courses.

Faculty members are evaluated on the basis of the five core criteria listed on the left. No single criterion predominates.

Faculty evaluations are a reflection of the faculty member’s overall attainment of the core values. Click each tab to learn more about each criterion.

*Important Note: The expectations and evaluation rubrics for the Schools may have slight variations. Please check with your School/Program Chair to learn more.*

**Substantive Expertise**

Knowledge of subject matter, currency of knowledge and breadth of topical expertise demonstrate substantive expertise. It is important to know your subject matter and to be up-to-date on the latest developments in your field.

**Preparation**
Both online and face to face teaching environments require careful preparation. Your preparation will show itself in the relevancy and efficacy of the examples you give in your responses and exercises as well as your responsiveness to student inquiry.

**Presentation**

Presentation is a criterion that can be demonstrated with your positive presence and will translate into the active engagement of your students. Students can sense your energy, your attitude and your enthusiasm. If you smile while you work, your students will know it!

**Classroom Management**

Classroom management is necessary in all classroom environments. The qualities that classroom management encompasses are class participation, contribution of ideas, time management and completion of the assigned curriculum.

**Cultural/Environmental Contribution**

Cultural/Environmental Contribution encompasses support for the University’s mission, collegial relations, and participation in the support of our students.
Full-time Faculty Evaluation

Full-time faculty are evaluated at least once a year, at a minimum, on the five core criteria by the Dean or Assistant Dean of Faculty, the Academic Department Chair, or Campus/Program Chair/Dean.

- Substantive Expertise
- Preparation
- Presentation
- Classroom Management
- Cultural/Environmental Contribution
The Full-time faculty evaluation is based on three components:

- classroom performance
- student performance, and
- student feedback

If it becomes necessary for a full-time faculty member to engage in remedial or developmental measures, time will be provided for the faculty member to improve. Upon follow-up review, faculty growth should be noted.

Again, keep in mind that evaluation rubrics may differ from school to school.
Adjunct Faculty Evaluation

Adjunct faculty are reviewed on the same criteria as full-time faculty during their first term and as often as needed thereafter. Specific performance requirements and evaluation rubrics are provided by the School or Campus. Consult with the School or Campus Program Chair/Dean for additional information.
Adjunct Faculty Evaluation – Remedial Measures

In the event remedial measures are needed the Dean, Assistant Dean of Faculty, or Academic Chair may recommend:

- remedial or developmental measures
- special mentoring,
- additional CTL training, and
- no future teaching opportunities
The End of Term Surveys often referred to as the EOT are an important factor in the evaluation of the instructor’s performance. Students complete the EOT shortly before the end of the course and faculty receive the results shortly after the end of the term. The EOT survey measures many items, some of which pertain to the faculty member teaching the course.
Congratulations! You have completed the Faculty Evaluation presentation! Click **Exit** to close this presentation.