

NORTH CENTRAL STATE COLLEGE

FACULTY PERFORMANCE REVIEW FORM

This is a trial from Fall, 2017 through Spring, 2020.

Faculty Performance Review Form

This form will be piloted for the three-year term of the contract and automatically renewed for the next contract term unless either party objects. In the event one party objects, the parties will renegotiate the issue and will come a new resolution regarding this form for the next contract term.

NAME:	
RANK:	
DATE OF LAST APPRAISAL:	
DATE:	DATE OF HIRE:

These are examples of how a faculty member can serve the students, the College, and/or the community.

PART I. SERVICE TO THE STUDENTS: TEACHING & TEACHING-RELATED ACTIVITIES

(worth 40 points for faculty going through the advancement-in-rank process)

- Have consistent mean score of 3.5 or above on student evaluations, and good peer and supervisor classroom evaluations
- Helps students to enhance their success and retention
- Advises and tutor students, and maintain office hours
- Creates and maintains course materials, outlines, and syllabi
- Develops pre-approved new courses and/or academic programs
- Implements effective and innovative teaching methods, pedagogies and strategies to enhance student learning outcomes
- Develops and instructs in online and alternative technology (lectures, labs, field trips, videos, group work, clinical, flipped classroom, online...)
- Uses course and program evaluation and assessment and make documented changes to improve student learning Demonstrates organizational skills and models ethical and professional behavior

Faculty input:

Supervisor input:

PART II. SERVICE TO THE PROGRAM AND THE PROFESSION

(worth 20 points for faculty going through the advancement-in-rank process)

- Assists in program review and development for continuous improvement
- Continually engages and connects with business, industry or field of discipline
- Continues education or professional development related to the discipline and the college (including professional development days on campus) and agreed upon with supervisor
- Mentor a new faculty member based on experience and area of expertise
- Publishes in a peer-reviewed professional journal or articles or books
- Attends or presents at a state or national conference, seminars, workshops and share information with colleagues and the college
- Has license/certification from a professional organization
- Assists in accreditation activities

Faculty input:

Supervisor input:

PART III. SERVICE TO THE DIVISION, THE COLLEGE AND THE COMMUNITY

(worth 20 points for faculty going through the advancement-in-rank process)

- Assists in enhancing student access through recruitment and increased enrollment
- Increases college resources and/or improves efficiencies
- Actively participates in program, department, division and college meetings
- Serves on or chairs college committees
- Serves as Honors College faculty
- Participates in college or student activities including in-service, graduation, workshops, seminars, marketing, accreditation, open house
- Authors or co-authors an external grant, and/or serves as a principle investigator of an external grant
- Actively participates (committees, presentations, service projects...) in partnerships with k-12, other colleges and universities, business and industry, government agencies, community organizations, area agencies, health care facilities ...to improve instruction and collaboration
- Volunteers/receives community service awards
- Serves on state-level committees appointed by such groups as Department of Higher Education
- Serves as an evaluator for program or college level accreditation organization
- Serves in a faculty leadership role

Faculty input:

Supervisor input:

PART IV. OVERALL ASSESSMENT RELATED TO THE COLLEGE MISSION OF INCREASING STUDENT ACCESS, ENHANCING STUDENT SUCCESS, AND ALIGNING RESOURCES (worth 20 points for faculty going through the advancement-in-rank process)

Faculty overall input:

Supervisor overall input:

Items identified for a performance improvement plan if applicable:

Professional development goals for next year:

Faculty Member's Signature _____

Date

Supervisor's Signature _____

Date