

Faculty Development and Evaluation Committee
Recommendations and Concerns
Topic: Faculty Evaluations submission in April
January 31, 2025

The Faculty Development and Evaluation Committee agrees to the change to submit faculty goals in April with the following concerns and specific caveats for consideration and discussion.

CONCERN 1: Clarify in what year summer items count. In addition, concern among faculty is about faculty contracts being 9-month contracts. Summer (May 16-Aug14) is the time when faculty are not under their 9-month contracts. Yet, this could be justification for low scoring on evaluation if faculty do not work on goals over the summer.

CONCERN 2: Subjectivity and bias are significant issues faculty are currently facing with their evaluations. Faculty feel this should be eliminated as much as possible with this proposed move to submit goals in April and the use of a standardized rubric.

CONCERN 3: Why is the position of the administration not to give maximum points on the evaluation?

CONCERN 4: Goals submitted in April are not data-driven and will not be aligned with the college's goals as faculty will not have the institution, division, nor department goals in April. Faculty should be given time to learn of the college's goals usually presented at Convocation to have the option/time to align them.

CONCERN 5: Performance pay is not currently tied to faculty evaluations. Therefore, this language should be eliminated in discussions to justify changes to the evaluation process.

CONCERN 6: Faculty should not be penalized for **evaluations** submitted in April, due to their work in areas not listed in their goals in the previous April. Faculty may have opportunities to complete a college goal that could arise after goal submission. This goal could have been presented after September. They complete the work but are penalized in scoring because this item was not specifically listed as an initial goal. This penalization could then be used in the future in promotion, tenure, or other ways where the evaluation is considered.

RECOMMENDATION 1: Recommends that if the FDP opens in April; it will remain open and available for changes and updates until the end of September.

RECOMMENDATION 2: The FDEC recommends that it is explicitly stated that faculty members *have the option* to work on goals over the summer, yet there is no definite expectation that they must.

RECOMMENDATION 3: The FDEC recommends a standardized scoring rubric for fairness and objectivity is created. Chairs are trained to effectively use the rubric to accompany the evaluation process.

- o Such as a possibility of being scored above the baseline if more work is done than the listed goal.
- Maybe add an area for extra points to be added if additional work is done in an area/goal.

RECOMMENDATION 4: The FDEC recommends full points are granted on the approved goal once met and documented.

RECOMMENDATION 5: The FDEC recommends that Summer Institute, Winter Recharge, and any other professional development offered by CTLE be accepted in the evaluation.

RECOMMENDATION 6: The FDEC recommends that faculty are scored fairly if they work over the summer or do not complete work towards their goals during the summer.

RECOMMENDATION 7: The FDEC recommends that there is consistency across the board among department chairs regarding scoring.