



## 2018 Annual Faculty Evaluation Form

Review Period 1/1/2018 - 12/31/2018



### REVIEWER

David Bellar (Manager), Nathan Roberts (Dean), Jaimie Hebert (External Reviewer)

**Name** 999993|Master

Instructor Position

## Overview

### Task Instructions

Self-Evaluation can assist you to: improve the educational experiences you provide for your students, identify the professional education you need to develop further your capacity to teach and research thoroughly and, prepare for your performance review with your department head. Self-evaluation can range from personal reflection to formal assessment. Based on a constructive self-evaluation of your abilities to teach, conduct research and scholarly activities, and participate in service activities. Refer to the Faculty Handbook Document XXI, The University of Louisiana at Lafayette Faculty Workload Policy for additional information regarding each workload track. A faculty member's track will be determined in consultation with his/her department head and dean.

## Teaching Activities

### Directions

**Teaching:** The primary function of the University is education, as such a sound educational program is one in which students are guided, engaged, and inspired by faculty. Describe innovations that enhance rigor and quality of student learning, and explain unique class formats, e.g., a single course that has a lecture, lab, clinical component, and multiple faculty members. Course includes all courses such as lecture, labs, studios, clinical, internships, practicums, graduate thesis and doctoral synthesis and dissertations, etc. in which the faculty member is listed as the faculty of record (Note on the paper workload form these were sections A Teaching/Courses; B Individual Studies, Internships, and Practicums; and C Graduate Thesis, Doctoral Synthesis, Dissertation Chair). Include or summarize the appropriate part of the department's evaluation rubric.

### Rating Scale

Score	Rating	Description
NA	Not Evaluated	
1.0	Unsatisfactory Performance	Requires significant improvement in one or more areas
1.1	Unsatisfactory Performance	
1.2	Unsatisfactory Performance	
1.3	Unsatisfactory Performance	
1.4	Unsatisfactory Performance	
1.5	Unsatisfactory Performance	
1.6	Unsatisfactory Performance	
1.7	Unsatisfactory Performance	
1.8	Unsatisfactory Performance	
1.9	Unsatisfactory Performance	

2.0	Needs Improvement	Requires improvement in one or more areas
2.1	Needs Improvement	
2.2	Needs Improvement	
2.3	Needs Improvement	
2.4	Needs Improvement	
2.5	Needs Improvement	
2.6	Needs Improvement	
2.7	Needs Improvement	
2.8	Needs Improvement	
2.9	Needs Improvement	
3.0	Meets Expectations	Quality, performance/productivity can be strengthened and sustained annually
3.1	Meets Expectations	
3.2	Meets Expectations	
3.3	Meets Expectations	
3.4	Meets Expectations	
3.5	Meets Expectations	
3.6	Meets Expectations	
3.7	Meets Expectations	
3.8	Meets Expectations	
3.9	Meets Expectations	
4.0	Exceeds Expectations	High quality, performance/productivity that can be sustained annually
4.1	Exceeds Expectations	
4.2	Exceeds Expectations	
4.3	Exceeds Expectations	
4.4	Exceeds Expectations	
4.5	Exceeds Expectations	
4.6	Exceeds Expectations	
4.7	Exceeds Expectations	
4.8	Exceeds Expectations	
4.9	Exceeds Expectations	
5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

**Environmental Health FA'18 HLTH 320 Sec. 001 Enrollment 24 Credit Hours 3 Lecture 3 Lab**

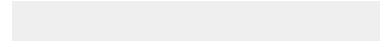
Discusses environmental health issues, implications for human health, and personal responsibility for protecting the environment.



**Start Date**  
8/20/2018

**Due Date**  
12/7/2018

**Progress**



0%

**Weight**  
0%

**Environmental Health FA'18 HLTH 320 Sec. 002 Enrollment 25 Credit Hours 3 Lecture 3 Lab**

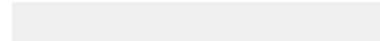
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Discusses environmental health issues, implications for human health, and personal responsibility for protecting the environment.

**Start Date**  
8/20/2018

**Due Date**  
12/7/2018

**Progress**



0%

**Weight**  
0%

**Environmental Health SP'18 HLTH 320 Sec. 001 Enrollment 22 Credit Hours 3 Lecture 3 Lab**

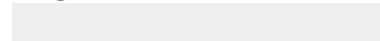
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Discusses environmental health issues, implications for human health, and personal responsibility for protecting the environment.

**Start Date**  
1/10/2018

**Due Date**  
5/4/2018

**Progress**



0%

**Weight**  
0%

**Environmental Health SP'18 HLTH 320 Sec. 002 Enrollment 24 Credit Hours 3 Lecture 3 Lab**

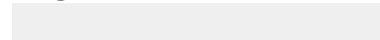
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Discusses environmental health issues, implications for human health, and personal responsibility for protecting the environment.

**Start Date**  
1/10/2018

**Due Date**  
5/4/2018

**Progress**



0%

**Weight**  
0%

**Environmental Health SU'18 HLTH 320 Sec. S4A Enrollment 24 Credit Hours 3 Lecture 3 Lab**

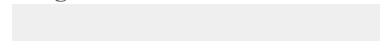
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Discusses environmental health issues, implications for human health, and personal responsibility for protecting the environment.

**Start Date**  
6/4/2018

**Due Date**  
7/27/2018

**Progress**



0%

**Weight**  
0%

**Nutrition for Fitness & Sports FA'18 HLTH 405 Sec. 001 Enrollment 23 Credit Hours 3 Lecture 3 Lab**

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Nutritional requirements and physiological development for fitness and sports.



**Start Date**  
8/20/2018

**Due Date**  
12/7/2018

**Progress**



0%

**Weight**  
0%

**Nutrition for Fitness & Sports FA'18 HLTH 405 Sec. 002 Enrollment 25 Credit Hours 3 Lecture 3 Lab**

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Nutritional requirements and physiological development for fitness and sports.

**Start Date**  
8/20/2018

**Due Date**  
12/7/2018

**Progress**



0%

**Weight**  
0%

**Nutrition for Fitness & Sports SP'18 HLTH 405 Sec. 001 Enrollment 26 Credit Hours 3 Lecture 3 Lab**

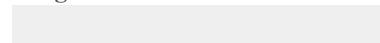
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Nutritional requirement and physiological development for fitness and sports. Specific interactions, metabolism, proper diets, supplementation, energy, body composition and electrolyte balance.

**Start Date**  
1/10/2018

**Due Date**  
5/4/2018

**Progress**



0%

**Weight**  
0%

**Nutrition for Fitness & Sports SP'18 HLTH 405 Sec. 002 Enrollment 25 Credit Hours 3 Lecture 3 Lab**

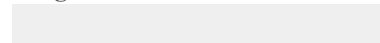
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Nutritional requirement and physiological development for fitness and sports. Specific interactions, metabolism, proper diets, supplementation, energy, body composition and electrolyte balance.

**Start Date**  
1/10/2018

**Due Date**  
5/4/2018

**Progress**



0%

**Weight**  
0%

**Nutrition for Fitness & Sports SU'18 HLTH 405 Sec. S4A Enrollment 18 Credit Hours 3 Lecture 3 Lab**

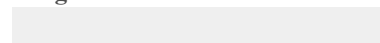
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Nutritional requirements and physiological development for fitness and sports.

**Start Date**  
6/4/2018

**Due Date**  
7/27/2018

**Progress**



0%

**Weight**  
0%

**Occupational HLTH and Safety FA'18 HLTH 453 Sec. 001 Enrollment 2 Credit Hours 3 Lecture 3 Lab**

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Principles of establishing and implementing occupational health programs and fundamentals of safety related to environmental hazards in accordance to OSHA standards. Graduate level project under direction of graduate faculty.

**Start Date** 8/20/2018 **Due Date** 12/7/2018 **Progress**  0%

**Weight**  
0%

**Stress and Stress Mgmt FA'18 HLTH 451 Sec. 001 Enrollment 23 Credit Hours 3 Lecture 3 Lab**

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Analysis of causative and psycho-social stresses, intervening physiological mechanism, and prevention and control.

**Start Date** 8/20/2018 **Due Date** 12/7/2018 **Progress**  0%

**Weight**  
0%

**Stress and Stress Mgmt SP'18 HLTH 451 Sec. 001 Enrollment 26 Credit Hours 3 Lecture 3 Lab**

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Analysis of causative and psycho-social stresses, intervening physiological mechanism, and prevention and control.

**Start Date** 1/10/2018 **Due Date** 5/4/2018 **Progress**  0%

**Weight**  
0%

**Stress and Stress Mgmt SP'18 HLTH 451 Sec. 002 Enrollment 25 Credit Hours 3 Lecture 3 Lab**

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Analysis of causative and psycho-social stresses, intervening physiological mechanism, and prevention and control.

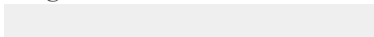
**Start Date** 1/10/2018 **Due Date** 5/4/2018 **Progress**  0%

**Weight**  
0%

**Stress and Stress Mgmt SU'18 HLTH 451 Sec. S4A Enrollment 19 Credit Hours 3 Lecture 3 Lab**

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Analysis of causative and psycho-social stresses, intervening physiological mechanism, and prevention and control.

**Start Date** 6/4/2018 **Due Date** 7/27/2018 **Progress**  0%

**Weight**  
0%

## **B. Instructional Activity and Innovation: Course Technology or distance learning development, mentoring activities, retention activities, student research, etc.**

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### **Comments**

**Name (Self):**

My Activities have changed in the following areas:

In addition to teaching a 15 credit hour load Spring and Fall 2018, I also taught 2 independent studies relating to "Nutrition for Sport and Fitness".

I am now in the process of redesigning (ongoing) Health 405 (Nutrition for Fitness and Sport), and Health 451 (Stress Management) to include updated health content. Since the need for health 405 seem to be forever increasing, three sections were offered in the Fall and Spring of 2018. Health 405 is a degree requirement for all Kinesiology concentrations and re-designing the assignments to meet the needs of the different interests, requires constant updating and retooling. I plan to continue teaching overloads in 2019 if the budget permits and if the need for senior level classes persists.

-Created and designed a new course to be offered in the Fall of 2019. Health 453-Occupational Health. Finalizing the details with OSHA to allow for an OSHA certification upon the completion of the course.

-In addition to my 15 hour full time teaching load for the 2018 Spring and Fall semesters, I have taught semester overloads as well as 3 Summer classes, and a Summer Intersession (I was prepared to teach a Winter Intersession health course, but the class did not make because of inadequate numbers) class.

-Quality Matters requires following set protocol to make the online learning experience a meaningful one. Constant reviewing of tools to promote student-to-student interaction as well as student-teacher interaction is a necessary focus to foster good student teacher relationships. Voice thread training was a valuable tool which will be considered a part of redesigning said courses. This will continue through 2019

-I was asked and have agreed to become a course evaluator for the 2017 – 2018 academic year and plan to assist when evaluators are needed.

-Finally, Banner training for the transition to online advising was realized in the Spring of 2018 and mandatory training will be conducted for all faculty members at the university.

-I have participated in four or more advisor training sessions and was awarded outstanding advisor for the 7<sup>th</sup> time for the 2018 academic year.

-Developing a new 453 level Health course in Worksite Safety and Health Promotion

-Developed, designed and now maintain three certified online courses through Quality Matters (QM). Health 320 (Environmental Health) and Health

405 (Sports Nutrition), and Health 451 (Stress Management).

-Implementing voice thread as part of improved student-teacher communication

## **C. Instructional faculty development: Include seminars, workshops, discussion groups, etc.**

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### **Comments**

**Name (Self):**

- Health Promotion & Wellness Success Hub training
- Quality Matters Refresher 6th edition certification
- To increase my effectiveness in teaching, I spend July 2018 teaching elementary and high school students for two weeks in Bulawayo Zimbabwe, spend three weeks teaching the under privileged in Bulawayo and Plum Tree in Zimbabwe.
- Collaborated with the Office of Distance Learning in designing and developing and interactive online course, using the latest technology available to the University.
- Served as a member of the Kinesiology Merit Evaluation Committee developing a rubric for teacher effectiveness.
- Was invited by the Russian Social Assistance Home Inc. to do a four day health seminar on American culture and Health and wellness practices.
- Continuing to work on research and the final draft for my dissertation in Public Health. Data collection continues through 2019

## D. Other

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## Research Activities

### Directions

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**Research:** Faculty are to conduct research and produce scholarship and creative works in their respective areas of specialization. Include or summarize the appropriate part of the department's evaluation rubric.

**A. Publications, papers, exhibitions, etc.:** Separate publications according to the following recommended headings and distinguish between peer review and non-peer review: books, book chapters, journal articles, web-based journal articles, published multi-media, abstracts and proceedings, and exhibitions. Citation format appropriate to the discipline, e.g., APA, AMA, MLA.

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**B Presentations invited speeches, performances, etc.:** Separate presentations according to the following recommended headings: international, national, regional, and state. Citation format appropriate to the discipline, e.g., APA, AMA, MLA.

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### Comments

**Name (Self):**

-Presented a Health Workshop for orphans and widows (some trafficking victims) in the cities of Syktyvkar and Kotlas in the Kommi Republic of Russia in April, 1018

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**C. University Supported Grants:** Separate grants according to active, pending, and completed. For each grant or contract list effective dates, role (PI or Co-PI) and % effort, project title, type of grant/contract, funding unit, funding amount, and annual research funding managed. Citation format appropriate to the discipline.

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**D. Externally Supported Grants:** Separate grants according to active, pending, and completed. For each grant or contract list effective dates, role (PI or Co-PI) and % effort, project title, type of grant/contract, funding agency, funding amount, and annual research funding managed. Citation format appropriate to the discipline.

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**E. Graduate Thesis Committee Member/Chair:** includes serving on a graduate thesis or doctoral synthesis or dissertation as a member or chair of the committee. Indicate student, titles, and whether the student has defended and graduated (Note these sections previously were under section I Teaching, C Graduate Thesis/ Doctoral Synthesis/Dissertation Chair, D Graduate Thesis/ Dissertation/Synthesis Member).

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**F. Citations, patents, etc.:** list all patents, inventions, and copyrights issued.

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**G. Recognition/ honors/ awards:**

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**H. Research faculty development:** grant writing workshops, online training, etc.

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**I. Other**

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## Service Activities

### Directions

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**Service:** Membership in the University community requires support of an active engagement in the governance of the institution, the college, and the department. Include or summarize the appropriate part of the department’s evaluation rubric.

**A. Advising:** Enhance educational engagement of student through advising, mentoring, student organization advisor, etc. For example semester, the number of students, innovations, and awards.

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### Comments

(Self):

-Advised 80% students assigned (109) to me as advisees in addition to multiple Exercise Science advisees who did not like group advising.

-Recipient of the outstanding advisors award, for 7 years, 2011-2018-Scored a 96.55 ranking. 3-5 points above departmental, College, and



University averages

- Serve as an advisor for the Kinesiology Professional Association (KPA)
- Participated in 3 advisor training workshops

**B. Professional: National, regional, and or local professional organization service includes reviewer, session chair, officer and or program coordinator, journal editor or editorial board member, panel participant, or featured speaker at a professional meeting, etc. For example Chair, Membership Committee, American Board of Chairs, and summarize accomplishments.**

**Comments**

Name (Self):

- Member of LAHPERD (Louisiana Association for Health Physical Education, Recreation and Dance.
- Nominated as the Outstanding Health Educator in Louisiana for 2017
- Member of SHAPE.
- Served as mentor to new sports management coordinator regarding advising students.
- Continued to serve as Departmental Safety Coordinator for the School of Kinesiology.
- Continued to serve on the Selective Retention Committee for the College of Education.
- Coordinated and administered credit exams for Health 100 and Health 101 for the School of Kinesiology.
- Continued to serve as a member of the Commencement Committee for the college of education.
- Member of the Kinesiology Merit Evaluation Rubric committee.
- Participated in four Preview Day sessions for the College of Education including Summer for the Summer sessions.
- Active member of the peer review QM course certification process through the office of Distance Learning.
- Successfully completed the refresher 6th edition Quality Matters Rubric Certification.
- Serve a chair of the board of directors for humanitarian relief local and abroad.
- Featured speaker at the opening of a new medical clinic in Plum Tree Zimbabwe.
- Served on search committee for hiring new faculty member for Sports Management

**C. University, college, department: Participation in university governance through committees, task forces, Faculty Senate, special projects such as accreditation, recruitment, etc.**

**Comments**

Name (Self):

- Served on Merit Evaluation Rubric committee.
- Continued to serve as Departmental Safety Coordinator for the School of Kinesiology.
- Participated in active shooter refresher training.
- Completed the revised university safety coordinator course.

- Went through a refresher course (mandatory) for Departmental Safety Coordinators
- Certified and trained as a high risk research employee.
- Coordinated vaccinations for high risk employees through the University Health Center
- Continued to serve on the Selective Retention Committee for the College of Education.
- Coordinated and administered credit exams for Health 100 and Health 101 for the School of Kinesiology.
- Continued to serve as a member of the Commencement Committee for the college of education.
- Serve as administrator of credit examinations for Health 100 and 101 in Kinesiology

**D. Community: Typically, pro bono work for a non-profit organization using expertise from one's discipline include presenting continuing education, programs for public organizations, service on public boards, etc. For example name of the organization, service performed, and effort.**

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**Comments**

**Name (Self):**

- Serves as chair of the board of directors for humanitarian relief local and abroad (5 countries).
  - Organized delivery of \$1.2 million dollars of flood relief supplies for flood victims in southern Louisiana- This project continues through 2019
  - Supporting flood victims in east Texas (Beaumont, Orange, Nederland, Port Arthur,
  - Youth Personal Development Training, Lafayette and surrounding Parishes.
  - American Red Cross disaster Response Volunteer.
  - American Heart Association Volunteer.
  - Spearheading Habitat for Humanity home building project for local youth, building homes in Honduras.
- 
- Completed construction and opening of a medical clinic in Plum Tree Zimbabwe to be opened in June 2018
  - Coordinated and lead a medical/humanitarian team (22 from the US) on a medical mission to Zimbabwe in July 2018.
  - Developing drip irrigation programs in rural Zimbabwe in the village of Macengwane-Project is ongoing and should be completed in 2018
  - Coordinates Churches of Christ Disaster relief program for the Acadiana Area since Katrina, including state wide flooding in August of 2016 and East Texas flooding in 2017.
  - Work with a Russian support group to help societal integration of orphans, widows and trafficking victims.
  - Purchased and support the Russian Social Homes. Assist in efforts to provide care for orphans.

**E. Advising and service faculty development: workshops, online training, etc.**

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## Comments

**Name (Self):**

-Serve as the Departmental Safety coordinator, addressing risk for low and high risk employees.

-Mentored the new coordinator for Sport Management regarding advising student during advising

-Serve as a peer reviewer for online course development and online classes

-As Departmental Safety Coordinator, I successfully collaborate with faculty and staff regarding certifications, requirements and updates on relevant campus safety issues and policy changes. Ensures departmental compliance with current university safety policies and procedures.

-Successfully arrange for training and certification for all High Risk employees in the School of Kinesiology. All High Risk employees are in the process of or have completed the necessary precautionary vaccinations through the UL Health Center.

-Vaccination for high risk employees was completed by summer of 2018. New high risk employees are assimilated in the positive Kinesiology culture.

Collaborating with the international student office director on initiatives to increase the international student population of the university.

## F. Other

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## Administration Activities (if applicable)

### Directions

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**Administration:** Approved by Dean and Provost/Academic Vice-President. List significant administrative roles, responsibilities, and actions taken. The relative importance of the components varies depending on the role and mission of the unit. These roles may serve multiple constituencies, including students, faculty, higher-level administrators, and alumni and other groups external to the University.

### A. Academic leadership: student success, qualified faculty, and personnel, instructional programs.

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### B. Administrative leadership: governance, unit organizations, communication.

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## Comments

**Name (Self):**

Developed an online academic integrity policy for online classes. Assisted in refining and finalizing the distance learning integrity policy for Health Promotion and Wellness.

Always attempting to be the ambassador of good will, working toward a harmonious and symbiotic culture within the School of Kinesiology.

Always aim and enforce (when possible) a positive culture among students in my classes

**C. Role specific duties: may include development, recruitment, accreditation, etc.**

**Comments**

**Name (Self):**

Attempts to give the University of Louisiana at Lafayette visibility in the international community (Russia, Honduras, South Africa, India, Malaysia, Turkey, Zimbabwe, Botswana, etc.).

Served on Committee for the Sports Management vacancy for the School of Kinesiology in 2017-2018

Teaching implementation of new programs in new cultures and countries without violating the particular culture I worked in.

Promote UL Lafayette by addressing the rotary clubs in several foreign countries, in particular, India and South Africa.

**D. Leadership development: workshops, conferences, online training, etc.**

**E. Other**

**Comments**

**Name (Self):**

As Departmental Safety Coordinator, I successfully collaborate with faculty and staff regarding certifications, requirements and updates on relevant campus safety issues and policy changes. Ensures departmental compliance with current university safety policies and procedures.

Successfully arrange for training and certification for all High Risk employees in the School of Kinesiology. All High Risk employees are in the process of or have completed the necessary precautionary vaccinations through the UL Health Center.

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**Summary**

**Rating Scale**

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5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

**Overall Summary:**

**Reviewer** | **Rating**

David Bellar (Manager)

Nathan Roberts (Dean)

**Comments**

**Name (Self):**

SEI scores

All classes taught during the 2018 calendar year were peer reviewed by 3 faculty members prior to these courses being certified as QM certified by the office of distance learning

Health 453 was reviewed and guided by Diana Wu from Distance Learning throughout the creation of the course. May 2018 through December 2018

Self evaluation score are as follows:

**SEI Scores for 2018**

HLTH320-001-201840 - 5

HLTH320-002-201840 - 5

HLTH405-001-201840 - 4

HLTH405-002-201840 - 4

HLTH451-001-201840 - 4.8

HLTH451-002-201840 - 4.6

HLTH320-001-201920 - 4.6

HLTH320-002-201920 - 4.7

HLTH405-001-201920 - 4.4

HLTH405-002-201920 - 4.6

HLTH451-001-201920 - 5

**Average SEI score for 2018 – 4.61**

**Teaching effectiveness score - 5.5**

**Service component of merit - 8.2**



**Nathan Roberts** (Dean):  
Excellent colleague for the School and College

## Teaching Evaluation

### Directions

**Instruction:** (formal credit courses and other pedagogical activities)

Evidenced by achievement of learning outcomes e.g., classroom materials, innovation, learning technologies, level and type of classes taught, evaluation by students (SEI) and others, faculty/student relations.

Demonstrates cooperation and collaboration in course and curriculum development e.g., fairness, effective mentoring.

### Rating Scale

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5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

### Additional Information

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Percent of Workload (Instruction)      80

### Activity Summary

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**Comments**

**David Bellar (Manager):**  
Strong SEI's. Classes are well organized and content is up to date.

### Strengths/weakness

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**Comments**

**David Bellar (Manager):**  
Organized, student focused.

## Recommendations

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### Section Rating

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Reviewer	Rating
David Bellar (Manager)	
Nathan Roberts (Dean)	

## Research Evaluation

### Directions

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**Research and Scholarship:** (basic or applied research, creative endeavors, performances and/or related activities)

Evidenced by peer review; e.g. publications, presentations, grants, performances;

Demonstrates apt balance of independent and collaborative efforts e.g., respect for colleagues; mentoring new researchers and scholars.

### Rating Scale

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Score	Rating	Description
NA	Not Evaluated	
1.0	Unsatisfactory Performance	Requires significant improvement in one or more areas
1.1	Unsatisfactory Performance	
1.2	Unsatisfactory Performance	
1.3	Unsatisfactory Performance	
1.4	Unsatisfactory Performance	
1.5	Unsatisfactory Performance	
1.6	Unsatisfactory Performance	
1.7	Unsatisfactory Performance	
1.8	Unsatisfactory Performance	
1.9	Unsatisfactory Performance	
2.0	Needs Improvement	Requires improvement in one or more areas
2.1	Needs Improvement	
2.2	Needs Improvement	
2.3	Needs Improvement	
2.4	Needs Improvement	
2.5	Needs Improvement	

2.6	Needs Improvement	
2.7	Needs Improvement	
2.8	Needs Improvement	
2.9	Needs Improvement	
3.0	Meets Expectations	Quality, performance/productivity can be strengthened and sustained annually
3.1	Meets Expectations	
3.2	Meets Expectations	
3.3	Meets Expectations	
3.4	Meets Expectations	
3.5	Meets Expectations	
3.6	Meets Expectations	
3.7	Meets Expectations	
3.8	Meets Expectations	
3.9	Meets Expectations	
4.0	Exceeds Expectations	High quality, performance/productivity that can be sustained annually
4.1	Exceeds Expectations	
4.2	Exceeds Expectations	
4.3	Exceeds Expectations	
4.4	Exceeds Expectations	
4.5	Exceeds Expectations	
4.6	Exceeds Expectations	
4.7	Exceeds Expectations	
4.8	Exceeds Expectations	
4.9	Exceeds Expectations	
5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

### Additional Information

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Percent of Workload (Research)

### Activity Summary

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### Strengths/Weakness

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### Recommendations

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## Section Rating

Reviewer	Rating
David Bellar (Manager)	
Nathan Roberts (Dean)	

## Service Evaluation

### Directions

**Service:** (department, college, or university committees; community development, and professional organizations, formal and informal advising) Evidenced by active engagement e.g., faculty mentoring, recruitment, and organizational responsibilities. Demonstrates leadership e.g., cooperation, and positive attitude.

Advising and Student Life (if applicable) evidenced by work that enhances the educational experiences of students, e.g., advising, mentor, advisor to student organizations, student engagement.

### Rating Scale

Score	Rating	Description
NA	Not Evaluated	
1.0	Unsatisfactory Performance	Requires significant improvement in one or more areas
1.1	Unsatisfactory Performance	
1.2	Unsatisfactory Performance	
1.3	Unsatisfactory Performance	
1.4	Unsatisfactory Performance	
1.5	Unsatisfactory Performance	
1.6	Unsatisfactory Performance	
1.7	Unsatisfactory Performance	
1.8	Unsatisfactory Performance	
1.9	Unsatisfactory Performance	
2.0	Needs Improvement	Requires improvement in one or more areas
2.1	Needs Improvement	
2.2	Needs Improvement	
2.3	Needs Improvement	
2.4	Needs Improvement	
2.5	Needs Improvement	
2.6	Needs Improvement	

2.7	Needs Improvement	
2.8	Needs Improvement	
2.9	Needs Improvement	
3.0	Meets Expectations	Quality, performance/productivity can be strengthened and sustained annually
3.1	Meets Expectations	
3.2	Meets Expectations	
3.3	Meets Expectations	
3.4	Meets Expectations	
3.5	Meets Expectations	
3.6	Meets Expectations	
3.7	Meets Expectations	
3.8	Meets Expectations	
3.9	Meets Expectations	
4.0	Exceeds Expectations	High quality, performance/productivity that can be sustained annually
4.1	Exceeds Expectations	
4.2	Exceeds Expectations	
4.3	Exceeds Expectations	
4.4	Exceeds Expectations	
4.5	Exceeds Expectations	
4.6	Exceeds Expectations	
4.7	Exceeds Expectations	
4.8	Exceeds Expectations	
4.9	Exceeds Expectations	
5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

### Additional Information

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Percent of Workload (Service)                      20

### Activity Summary

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#### Comments

**David Bellar** (Manager):

Exemplary service to the local and international community. Strong record of departmental service.

**Nathan Roberts** (Dean):

Often there for preview day and other events for the college and school.

## Strengths/Weakness

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## Recommendations

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## Section Rating

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Reviewer	Rating
David Bellar (Manager)	
Nathan Roberts (Dean)	

## Administration Evaluation (if applicable)

### Directions

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**Administration:** (Applicable only to faculty members with administrative appointments with formal release-time)

Administers effectively; creates supportive culture; demonstrates tolerance of difference; implements consultive decision-making; fosters the unit's goal-focused performance; etc.

Demonstrates leadership, efficient and effective management, effective communication, and mentoring.

### Rating Scale

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Score	Rating	Description
NA	Not Evaluated	
1.0	Unsatisfactory Performance	Requires significant improvement in one or more areas
1.1	Unsatisfactory Performance	
1.2	Unsatisfactory Performance	
1.3	Unsatisfactory Performance	
1.4	Unsatisfactory Performance	
1.5	Unsatisfactory Performance	
1.6	Unsatisfactory Performance	
1.7	Unsatisfactory Performance	
1.8	Unsatisfactory Performance	
1.9	Unsatisfactory Performance	
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2.3	Needs Improvement	
2.4	Needs Improvement	
2.5	Needs Improvement	
2.6	Needs Improvement	
2.7	Needs Improvement	
2.8	Needs Improvement	
2.9	Needs Improvement	
3.0	Meets Expectations	Quality, performance/productivity can be strengthened and sustained annually
3.1	Meets Expectations	
3.2	Meets Expectations	
3.3	Meets Expectations	
3.4	Meets Expectations	
3.5	Meets Expectations	
3.6	Meets Expectations	
3.7	Meets Expectations	
3.8	Meets Expectations	
3.9	Meets Expectations	
4.0	Exceeds Expectations	High quality, performance/productivity that can be sustained annually
4.1	Exceeds Expectations	
4.2	Exceeds Expectations	
4.3	Exceeds Expectations	
4.4	Exceeds Expectations	
4.5	Exceeds Expectations	
4.6	Exceeds Expectations	
4.7	Exceeds Expectations	
4.8	Exceeds Expectations	
4.9	Exceeds Expectations	
5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

**Additional Information**

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Percent of Workload (Administration)

**Activity Summary**

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**Strengths/Weakness**

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**Recommendations**

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**Section Rating**

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Reviewer	Rating
David Bellar (Manager)	
Nathan Roberts (Dean)	

**Acknowledgment**

**Directions**

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**Acknowledgment.** My signature below indicates that I have seen this form after it has been completed by my unit head or director (including the recommended merit category) but does not imply my agreement with this evaluation. I understand that I may submit, by the deadline indicated in the Administrative Calendar, a written statement of any concerns about or disagreements with this evaluation and that my statement will be attached to this evaluation form before it is transmitted to the dean.

X Name Faculty  
Member

5/29/2019  
Date

X  
\_\_\_\_\_  
Provost

\_\_\_\_\_  
Date

X David Bellar  
Department Head

5/29/2019  
Date

X Nathan Roberts  
Dean

4/15/2019  
Date