



2018 Annual Faculty Evaluation Form  
Review Period 1/1/2018 - 12/31/2018



REVIEWER  
Azmy Ackleh (Manager), Azmy Ackleh (Dean), Jaimie Hebert (External Reviewer)

Name  
999350|Professor  
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.

## Goal Planning for 2019

### Directions

Enter workload activities and plan for 2019

### Research and Teaching Goals

Improve my research productivity by getting out more papers and working on more proposals.

<b>Start Date</b> 1/1/2019	<b>Due Date</b> 12/31/2019	<b>Progress</b> <div style="width: 0%; background-color: #ccc; height: 15px; display: inline-block;"></div>	<b>0%</b>
<b>Weight</b> 0%			

## 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	

1.7	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	
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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
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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

### Advanced Problems in Zoology SP'18 BIOL 561 Sec. 012 Enrollment 3 Credit Hours 2 Lecture 2 Lab

Research problems in zoology in areas other than that of the student's thesis or dissertation.

Start Date	Due Date	Progress
1/10/2018	5/4/2018	<div style="width: 0%; background-color: #ccc; border: 1px solid #ccc;"></div> 0%
<b>Weight</b>		
0%		

**Comments**

**Name (Self):**  
 This was taught as a voluntary overload during a semester where I had teaching release, because two graduate students needed training in population genetics and the course was not being taught because of the recent retirement of Joe

Neigel. We read papers each week and held discussions. I provided this service for students who are not working in my lab.

### Dissertation FA'18 BIOL 699 Sec. 016 Enrollment 3 Credit Hours 3 Lecture 3 Lab

<b>Start Date</b> 8/20/2018	<b>Due Date</b> 12/7/2018	<b>Progress</b> <div style="width: 0%; background-color: #ccc; height: 15px; display: inline-block;"></div> 0%
<b>Weight</b> 0%		

#### Comments

**Name (Self):**  
These were dissertation hours taken by my graduate students. We met every week, with additional meetings as needed. Also involved committee meetings and editing manuscripts.

Landon Jones (PHD) , 17, Graduated

Mirka Zapetal (PHD), 11, Enrolled, Ongoing

Samatha Hauser (PHD), 11, Graduated

Paige Beverly (PHD), 7, Enrolled

Andrea Santariello (PHD), 2, Enrolled

Juita Martinez (PHD), 2 Enrolled

### Dissertation SP'18 BIOL 699 Sec. 014 Enrollment 5 Credit Hours 3 Lecture 3 Lab

<b>Start Date</b> 1/10/2018	<b>Due Date</b> 5/4/2018	<b>Progress</b> <div style="width: 0%; background-color: #ccc; height: 15px; display: inline-block;"></div> 0%
<b>Weight</b> 0%		

#### Comments

**Name (Self):**  
These were dissertation hours taken by my graduate students. We met every week, with additional meetings as needed. Also involved committee meetings and editing manuscripts.

### Dissertation SU'18 BIOL 699 Sec. 005 Enrollment 3 Credit Hours 3 Lecture 3 Lab

<b>Start Date</b> 6/4/2018	<b>Due Date</b> 7/27/2018	<b>Progress</b> <div style="width: 0%; background-color: #ccc; height: 15px; display: inline-block;"></div> 0%
<b>Weight</b> 0%		

### Individual Project SU'18 BIOL 410 Sec. 004 Enrollment 1 Credit Hours 1 Lecture 1 Lab

Collaboration with a faculty member on a biological research project. Prior to registering, the student must find a faculty member willing to collaborate on a research project.

<b>Start Date</b> 6/4/2018	<b>Due Date</b> 7/27/2018	<b>Progress</b> <div style="width: 0%; background-color: #ccc; height: 15px; display: inline-block;"></div> 0%
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**Weight**  
0%

**Mammalogy FA'18 BIOL 405 Sec. 001 Enrollment 17 Credit Hours 0 Lecture Lab 2**

Emphasis on structure, classification, distribution, life history, evolution, and identification of mammals of the world. Participation in extended field trips is required.

<b>Start Date</b> 8/20/2018	<b>Due Date</b> 12/7/2018	<b>Progress</b> <div style="width: 100%; height: 15px; background-color: #ccc; margin-bottom: 2px;"></div> 0%
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**Weight**  
0%

**Comments**

**Name (Self):**  
This is the lecture section of my course. I had a near full section.

**Mammalogy FA'18 BIOL 405 Sec. 010 Enrollment 17 Credit Hours 0 Lecture Lab 2**

Emphasis on structure, classification, distribution, life history, evolution, and identification of mammals of the world. Participation in extended field trips is required.

<b>Start Date</b> 8/20/2018	<b>Due Date</b> 12/7/2018	<b>Progress</b> <div style="width: 100%; height: 15px; background-color: #ccc; margin-bottom: 2px;"></div> 0%
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**Weight**  
0%

**Comments**

**Name (Self):**  
This course involved lecture revision as well as an extensive After hours field trips including two evenings (until 11PM), one weekend camping trip, another half day Saturday trip as well as a 5 day trip over fall break.

**Thesis Research and Thesis SP'18 BIOL 599 Sec. 014 Enrollment 1 Credit Hours 3 Lecture 3 Lab**

<b>Start Date</b> 1/10/2018	<b>Due Date</b> 5/4/2018	<b>Progress</b> <div style="width: 100%; height: 15px; background-color: #ccc; margin-bottom: 2px;"></div> 0%
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**Weight**  
0%

**Comments**

**Name (Self):**  
These were thesis hours taken by my graduate students. We met every week, with additional meetings as needed. Also involved committee meetings and editing manuscripts. I had no thesis students this year.

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

**Comments**

**Name (Self):**  
I served on these committees  
Anta Pant, PHD, SP/F, Comprehensive Exam  
Michael Fulbright PHD, SP/F  
Eric Tobin, PHD, SP/F, Comprehensive Exam

Kassie Ford PHD, SP/F

Ryan James PHD, SP/F

Sarah Bollinger PHD, SP/F

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

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#### Comments

Name (Self):

All the mandatory training sessions related to driving, chemical safety, ethics, purchasing, and sexual harassment (12 hours)  
I also took part in the department head orientation (4)

### 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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#### Comments

Name (Self): Peer-reviewed Journals

Hauser, S.S., L. Walker, and P.L. . 2018. Asymmetrical gene flow of the recently delisted passerine black-capped vireo (*Vireo atricapilla*) indicates source-sink dynamics in central Texas. Ecology and Evolution, DOI: 10.1002/ece3.4764

Hauser, S., K. Wakeland, and P.L. 2018. Inconsistent use of multiple comparison corrections in studies of population genetic structure: Are some Type I errors more tolerable than others? Molecular Ecology Resources. doi: 10.1111/1755-

0998.12947.

Baker, A.D., and P.L. 2018. Impacts of human recreation on carnivores in protected areas. PLOS ONE. doi.org/10.1371/journe.0195436

**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

(Self): National Meetings

Samantha Hauser, Lauren Walker, and Name. Using conservation genetics to elucidate the movement ecology of the Black-capped Vireo (Oral Presentation). Ecological Society of America 2018 Meeting, New Orleans, LA. August, 2018. In absentia.

Samantha Hauser, Lauren Walker, and Name. Elucidating Black-capped Vireo movement ecology in central Texas using genetics and modeling (Oral Presentation). American Ornithology 2018, Tuscon, AZ. April, 2018. In absentia.

Brock Geary, Scott T. Walter, L. name and Jordan Karubian. Condition-dependent foraging strategies of brown pelicans (*Pelecanus occidentalis*) in the northern Gulf of Mexico (oral presentation). 103rd ESA Annual Meeting, New Orleans, LA, August 9. In absentia.

Brock Geary, Scott T. Walter, L. name and Jordan Karubian. Brown pelican (*Pelecanus occidentalis*) foraging behaviors in the Gulf of Mexico (oral presentation). State of the Coast Conference, New Orleans, LA, May 31.

Brock Geary, Scott T. Walter, L. name and Jordan Karubian. Condition-dependent foraging strategies of brown pelicans (*Pelecanus occidentalis*) in the northern Gulf of Mexico (oral presentation). 136th Joint Meeting of American Ornithological Society and the Society of Canadian Ornithologists / Société des Ornithologistes du Canada, Tucson, AZ, April 11. In absentia.

Name, Mirka Zapetal, Scott Walter, and Juita Martinez. Influences of coastal island restoration on seabird populations and their nest predators. National Conference on Ecosystem Restoration (Oral Presentation, invited). 8/26/18-8/30/18 New Orleans, LA

Paige A. Byerly, J. Hardin Waddle, Alexis R. Premeaux, .L. name. Does the working coast work for wildlife? Effects of saltmarsh restoration on avian communities in the Gulf of Mexico (oral presentation). Ecological Society of America, New Orleans, Louisiana, Aug 8th. In absentia.

Paige A. Byerly, J. Hardin Waddle, Alexis R. Premeaux, and .L. name. Does the working coast work for wildlife? Effects of saltmarsh restoration on avian communities in the Gulf of Mexico (oral presentation). American Ornithological Society, Tucson, Arizona, April 13th. In absentia.

#### State-wide meeting

Mirka Zapletal and Name. Carnivore Diet on Louisiana Barrier Beaches, (poster presentation), State of the Coast Conference, New Orleans, LA, May 31.

Mirka Zapletal and Name. Separating Use from Suspicion: Avian and Other Prey in Coastal Carnivore Diets, (presentation), Louisiana Ornithological Society Annual Meeting, Cameron, LA, April 27. In absentia.

Paige A. Byerly, J. Hardin Waddle, Alexis R. Premeaux, and I.L. name. Does the working coast work for wildlife? Effects of saltmarsh restoration on avian communities in the Gulf of Mexico (oral presentation). Louisiana Association of Professional Biologists, Lake Charles, Louisiana, Aug 2nd. In absentia.

Brock Geary, Scott T. Walter, I L. name and Jordan Karubian. Social and environmental information use by foraging brown pelicans (*Pelecanus occidentalis*) (poster presentation). Louisiana Dept. of Wildlife and Fisheries' Environmental Education Symposium, Baton Rouge, LA, February 23-24. In absentia.

Name, Brock Geary, and Jordan Karubian. Investigation the influence of restoration practices on pelican use of coastal islands. State of the Coast m presentation). 5/30/18-6/1/18

#### Seminars

P Lessons from the genetic structure in a recently delisted endangered species. seminar (Presented Online). Texas Tech University at Waco, Noven Invited

**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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**Comments****Name (Self):**

STEP grant PI (with Keith Gullioro) to improve teaching environment in Billeaud 117. \$36,400. 25% effort

**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.****Comments****Name (Self):***Grant Submissions-Declined*

NSF. LURE: Louisiana's Undergraduate Research Experience. Griffard PI, name one of two coPIs. \$272,316, declined

BORSF Enhancement. Modernization of Undergraduate Laboratories for Course-based Research Engagement (ModUL-CoRE) at Department of Biology at UL Lafayette. Kulkarni PI, Leberg (coPI along with several others. \$700,000, declined. 25% Effort

Grant submissions—Under review.

NOAA Restore Examining the effects of coastal processes and restoration activities on trophic interactions

between nekton stocks and seabirds PI with 7 coPIs \$3,357,666 total with \$2,500,000 to UL Lafayette. 50% Effort. Submitted in October 2018. If funded, it would be 3 years starting in summer of 2019. 65% effort

US Virgin Islands: Population Genetic Analysis of the Caribbean Roseate Tern. PI \$37636. Submitted October 2018. Pending but will run until Sept 2020 if we get final approval.

*Grant Awards-New*

LOUISIANA RESTORE CENTER OF EXCELLENCE. Assessment of coastal island restoration practices for the creation of brown pelican nesting habitat. 2018-2019 PI (\$299,733 total award, with \$207,835 to Leberg lab). Was listed as new on last evaluation, but did not start until March 2018 so could be considered continu0% of effort at UL Lafayette.

COYPU FOUNDATION. Understanding the effects of island restoration on seabirds to improve coastal management. Oct 2018- Oct2019 PI \$78,139. 100%

BARATARIA-TERREBONNE NATIONAL ESTUARY PROGRAM. Analysis of avian nesting ecology studies. May-Nov 2018 PI (\$9,700)100%

*Grant Awards-Continuing*

LOUISIANA DEPARTMENT OF WILDLIFE AND FISHERIES. Assessment of Back Barrier Marsh Creation Projects Ability to Provide Avian Habitat PI 2015- Dec 2018. \$65,700 100%

BOARD OF REGENTS. LA Board of Regents Graduate Fellows Program. Klerks, P.L. & P.L. name(CoPI) \$224,000 2013-June 2018 10% Effort

BOARD OF REGENTS. LA Board of Regents Graduate Fellows Program. Klerks, P.L. & P.L. name(CoPI) \$128,000 2014-2019. 10% Effort

**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).**



#### Comments

**Name (Self):**

These were dissertation hours taken by my graduate students. We met every week, with additional meetings as needed. Also involved committee meetings and editing manuscripts.

Landon Jones (PHD) , 17, Graduated

Mirka Zapetal (PHD), 11, Enrolled, Ongoing

Samatha Hauser (PHD), 11, Graduated

Paige Beverly (PHD), 7, Enrolled

Andrea Santariello (PHD), 2, Enrolled

Juita Martinez (PHD), 2 Enrolled

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

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#### G. Recognition/ honors/ awards:

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#### Comments

**Name (Self):**

My professorship was renewed by the University.

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

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#### Comments

**Name (Self):**

Department Lead Leadership Workshop (4 Hours)

#### 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

**Name (Self):**

Advised approximately 11 undergraduates and 5 graduate students.

Maintained an email list to notify undergraduates in the Resource Biology and Biodiversity program of local and regional jobs and graduate school opportunities.

**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.**

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**Comments**

Name (Self):

Associate Editor of *the Nationalist* (20 hours)  
Member: Bat Conservation International, Louisiana Ornithological Society  
External Committee Member of doctoral student from Tulane University (25 hours including attending the defense)  
External Committee Member of doctoral student from Texas State (7 hours)  
Reviews (outside of editorial duties): Journal of Mammalogy (10 hours)  
Molecular Ecology Resources (7 hours)

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

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**Comments**

Name (Self):

College and University Review committees for College of Science professorship applications, Member (5 hours)  
Point of contract for Resource Biology Students and Rockefeller Scholarship program (8 hours)  
Co-leader of in Doctoral Program Leadership Meeting at request of Dean GS, (3 hours)  
Co-leader of departmental workshop on grantsmanship (2 hours)

**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):

Volunteered at St. Barnabas Episcopal Church. Grounds Care (total of 2 days)  
  
Meals on Wheels food delivery Volunteer (total of 2 hours)  
  
Provided free environmental consulting services to several members of the general public (2 days)  
  
Member, Gulf Coast Joint Venture Waterbird Monitoring, Evaluation, and Research Team (US Fish and Wildlife Service) (3 days). Required several proposal reviews.  
  
Provided review and assistance to the regional office of the US Fish and Wildlife Service as they developed an occupancy model for the Brown Pelican (2 days)

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

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**F. Other**

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**Administration Activities (if applicable)**

**Directions**

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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.**

##### **Comments**

**Name (Self):**

Head, Department of Biology.

Biology is a large department, with 33 faculty, 4 staff members, approximately 70 graduate students, and 910 undergraduates. Duties include all the normal budgetary, supervisory, promotion, evaluation, staff reviews, and commencement duties, associated with management of a large academic unit. I perform these duties in a timely, competent fashion. I have the assistance of an excellent assistant department head, graduate coordinator and admission chair to help lighten this burden. In the following sections of this evaluation I will mention major activities (those taking more than 8 hours) that might fall outside of the normal requirements to keep the department functioning at a high level.

Addressed several issues related to the departmental strategic plan. To this end, we continued develop of research facilities for the graduate students, faculty and undergraduates including completion of the Departmental Undergraduate esearch lab and renovation of our wet lab.

Lead a review of departmental syllabus criteria and reviewed existing practices in preparation for SACs review

Researched and developed a plan to increase quantitative and modeling training of our undergraduates.

Worked with PULSE committee to adopt learning goals for the department and start the process of aligning our coursework to those goals

Lead a review of departmental syllabus criteria and reviewed existing practices in preparation for SACs review

Researched and developed a plan to increase quantitative and modeling training of our undergraduates.

Worked with PULSE committee to adopt learning goals for the department and start the process of aligning our coursework to those goals

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

##### **Comments**

**Name (Self):**

Continued program of surveying freshman and seniors in major to determine career goals and programmatic issues. Completed to reports to the faculty and administration. Results are being used for program modifications and curriculum development. Assisted both junior and senior faculty in development of several new courses to better serve the our students and to increase faculty SCH contributions

Maintained and updated the Departmental Faculty Moodle site to provide a secure site where faculty could obtain access to important policy documents and other information.

Worked with University Development office to determine fund raising goals and targets.

Revised our course rotation schedule to better address the needs of graduate and undergraduate programs.

Worked with physical plant to complete a major renovation of lab and office space in Wharton Hall to accommodate new faculty hires and research needs, and to establish an undergraduate research space in Billeaud Hall

Spent considerable time updated the catalog entries for the department's new undergraduate concentrations and curricula establishing advising tracks for both pre-vet and pre-medical students

Worked with the Department's lab assistant to better maintain our equipment resources and to train students in instrument use.

Actively supporting of an initiative to promote integration of research into the undergraduate curriculum through the PULSE team

Met with all junior departmental faculty and new instructors individually to review their annual evaluations and goals for the new year continuing a policy established last year.

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

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#### Comments

**Name (Self):**

Used social media (primarily LinkedIn) to reach out to over our alumni.

Worked with faculty to update our website

Expanded and updated our new data base of alumni contact information and careers. I cannot overstate the amount of effort that went into this accomplishment.

Designed and produced the sixth annual departmental newsletter for the purposes of alumni communication (this was a major time commitment)

Continued existing program of distributing news of faculty and graduate student accomplishments via email and have worked with the Departmental Web Master to have highlights posted on the departmental web site as well as the new departmental facebook page.

Expanded my alumni email list to get out job information and to continue contacts with recent program graduates.

Updated a major report for the Dean on departmental productivity, grantsmanship and faculty accomplishments over the last 5 years (this was a major time commitment)

Worked with Faculty and administration to nominate faculty for Professorships, Distinguished professor awards, sabbaticals, and the biology faculty development award.

Attended meetings with, made presentations to, and gave tours to potential donors from the community, including both individuals and representatives from business

Oversaw promotions of a faculty member, pre-tenure review of others and the awarding of affiliate and emeritus status to retirees.

Updated policies on grad faculty review and adjunct graduate faculty appointments

Updated faculty travel and vehicle use policies

Revised the departmental record retention plan and explored issues with record disposal

Participated in a review and adoption of policy on Teaching assistant certification training

Established procedures for faculty to propose new courses and course modifications

Developed and formalized procedures for making departmental policy changes

Developed a formal policy for Emeritus faculty appointments

With the Graduate Studies Committee, helped develop new graduate student examination policies.

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

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#### Comments

**Name (Self):**

Oversaw interviews and hiring of one instructor and four assistant professors (one of these ultimately did not work out).

Worked with departmental leadership on the hiring of a new administrative assistant.

Initiated searches for three additional faculty positions (two of which are ongoing).

Continued working toward standardizing advertising and search procedures with a goal of simplifying the tasks of the search committee and shifting work to the departmental administrative staff. This has allowed us to make the task of

running a search less daunting, and has had the desired goal of getting more faculty participation in the process.

Worked with, and encouraged faculty to improve course content with lab fee funds, and am implementing a regular rotation of instrumentation and microscope maintenance with this support from the students.

Completed training for purchasing approvals and HR functions in BANNER

Continued working with faculty and physical plant on renovation of our marine and aquatics facility, which was completed this year.

Explored options for improving seating in lab spaces and diverted dept funds to upgrade chairs.

Replaced of an aging vehicle that will allow us to expand our field course offerings.

Together with the current and future assistant department heads, worked out a leadership transition process

Conducted a review of past hiring processes with regard to increasing diversity

Reported to Dean on room usage and on alternatives to traditional text books

**E. Other**

**Summary**

**Rating Scale**

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5.0	Exceptional	Distinction, extraordinary productivity/performance beyond annual expectations

**Overall Summary:**

Reviewer	Rating
Azmy Ackleh (Manager)	
Azmy Ackleh (Dean)	
Comments	
<p><b>Name (Self):</b> It was a good year in terms of my teaching and research productivity, but my administrative duties are limiting the amount of time I can put into these other areas.</p> <p><b>Azmy Ackleh (Manager):</b> is an excellent Department Head and a very strong researcher. He is ant asset for the Department, the College aniversity.</p>	

**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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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**

Percent of Workload (Instruction) 15

**Activity Summary**

**Comments**

Azmy Ackleh (Manager):  
D taught BIOL 405 in Fall 18 and Biology 561 in Spring 18.

### Strengths/weakness

#### Comments

**Azmy Ackleh** (Manager):  
Solid teaching. Good SEI scores.

### Recommendations

#### Comments

**Azmy Ackleh** (Manager):  
Stay the course.

### Section Rating

#### Reviewer

**Azmy Ackleh** (Manager)  
**Azmy Ackleh** (Dean)

#### Rating

## Research Evaluation

### Directions

**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

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

Percent of Workload (Research) 35

### Activity Summary

#### Comments

**Azmy Ackleh (Manager):**  
published three peer-reviewed journal papers. He gave a substantial number of presentations at national and meetings as well as one seminar. He received, as lead PI, four new research grants totaling over \$450K. He also received, as Co-PI, two BoR Graduate Fellows Program grants totaling over \$350K. He also submitted several other grant proposals some that were declined and others that are still pending. He supervised six Ph.D. students including one that

graduated in 2018.

### Strengths/Weakness

#### Comments

**Azmy Ackleh (Manager):**  
Excellent research program with strong grantsmanship, publications and graduate student supervision records.

## Recommendations

### Comments

**Azmy Ackleh (Manager):**  
Stay the course.

## Section Rating

### Reviewer

### Rating

**Azmy Ackleh (Manager)**  
**Azmy Ackleh (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
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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)                      10

**Activity Summary**

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**Comments**

**Azmy Ackleh (Manager):**  
 uate students. He served as Associate Editor for the journal of Southeastern Naturalist and a member of Bat Conservation International of Louisiana Ornithological Society. He served as external committee member of a doctoral student from Tulane University and an external committee member of a doctoral student from Texas State University. He served as a reviewer for the Journal of Mammalogy and Molecular Ecology Resources. He served on College and University Review committees for College of Science professorship applications. He served as the point of contract for Resource Biology Students and Rockefeller Scholarship program. He served as a Co-leader of Doctoral Program Leadership Meeting. He volunteered at St. Barnabas Episcopal Church and the Grounds Care and for Meals on Wheels food delivery. He served as a member of Gulf Coast Joint Venture Waterbird Monitoring, Evaluation, and Research Team (US Fish and Wildlife Service). He provided review and assistance to the regional office of the US Fish and Wildlife Service as they developed an occupancy model for the Brown Pelican.

**Strengths/Weakness**

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**Comments**

**Azmy Ackleh (Manager):**

Excellent service.

**Recommendations**

**Comments**

Azmy Ackleh (Manager):  
Stay the course.

**Section Rating**

Reviewer	Rating
Azmy Ackleh (Manager)	<input type="text"/>
Azmy Ackleh (Dean)	<input type="text"/>

**Administration Evaluation (if applicable)**

**Directions**

**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**

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	
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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	
	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
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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

Percent of Workload (Administration) 40

### Activity Summary

#### Comments

**Azmy Ackleh (Manager):**

handled the usual Department Head duties associated with the Department of Biology. These include budget, promotion applications, evaluation of faculty and staff, advocating for faculty, fund raising efforts, updating policies and curriculum, and commencement. To name a few specific tasks--he lead a review of departmental syllabus criteria and reviewed existing practices in preparation for SACs review. He developed a plan to increase quantitative and modeling training of Biology undergraduates. He worked with PULSE committee to adopt learning goals for the department and start the process of aligning our coursework to those goals. He promoted college policies and activities including leading a mentoring plan of junior faculty in Biology, encouraging his faculty participation in Science Day and participating in SIMM. He updated the annual report for the Dean on departmental productivity, grantsmanship and faculty accomplishments. He continued a program of surveying freshman and seniors in major to determine career goals and programmatic issues. He worked with University Development office to determine fund raising goals and targets. He spent considerable time updating the catalog entries for the department's new undergraduate concentrations and curricula establishing advising tracks for both pre-vet and pre-medical students. He met with all early-career departmental faculty and new instructors individually to review their annual evaluations and goals for the new year continuing a policy established recently. He used social media to reach out to alumni and worked with faculty to update the Department website. He expanded and updated the Department new data base of alumni contact information and careers.

He designed and produced the sixth annual departmental newsletter for the purposes of alumni communication. He conducted a review of past hiring processes with regard to increasing diversity and reported to Dean on room usage and on alternatives to traditional text books

### Strengths/Weakness

#### Comments

**Azmy Ackleh** (Manager):

Excellent leadership skills. Communicates well with the Dean and promotes college and department policies. He communicates well with the faculty and advocates strongly for them. . He has a solid vision for the Department and always looking for ways to advance the department.

### Recommendations

#### Comments

**Azmy Ackleh** (Manager):

Stay the course.

### Section Rating

Reviewer	Rating
<b>Azmy Ackleh</b> (Manager)	
<b>Azmy Ackleh</b> (Dean)	

### Acknowledgment

#### Directions

**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

4/30/2019  
Date

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

\_\_\_\_\_  
Date

X **Azmy Ackleh**  
Department Head

4/30/2019  
Date

X **Azmy Ackleh**  
Dean

4/24/2019  
Date