

Name	Rich Frankel	Clid		Rank	Assoc.	College	COLA	Department	HIGP	Workload Track	2	Evaluation Period	2016
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Directions. This is for evaluating faculty members in their roles as educators, university citizens, and members of a learned professorate. The evaluation is performed by the department head/ unit director, in the context of the Faculty Workload Policy in the Faculty Handbook. In each relevant area, the unit head is to provide an evaluative commentary of activities; note areas of strong performance and those in need of improvement.

Component	Summary/Strengths/Recommendations			Rating	Percent	Value
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.	Activity Summary:					
	Strengths/Weakness:					
	Recommendations:					
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.	Activity Summary:					
	Strengths/Weakness:					
	Recommendations:					
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.	Activity Summary:					
	Strengths/Weakness:					
	Recommendations:					
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.	Activity Summary:					
	Strengths/Weakness:					
	Recommendations:					
Rating Scale (to be used in conjunction with college and/or departmental rubrics) 5 = Exceptional—distinction, extraordinary productivity/performance beyond annual expectations 4 = Exceeds expectations—high quality, performance/productivity that can be sustained annually 3 = Meets expectations—quality, performance/productivity can be strengthened and sustained annually				Totals		

<p>2 = Needs Improvement—requires improvement in one or more areas 1 = Unsatisfactory performance—requires significant improvement in one or more areas 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.</p>	<p>Department Head/Unit Director</p> <p><i>[Signature]</i></p>	<p>Date</p> <p>4/16/17</p>	<p>Rating</p> <p>4</p>
	<p>Dean</p> <p><i>[Signature]</i></p>	<p>Date</p> <p>4.26.17</p>	<p>Rating</p>
	<p>Provost/VP for Academic Affairs</p> <p><i>[Signature]</i></p>	<p>Date</p> <p>4/11/17</p>	<p>Rating</p>
	<p>Faculty/Member</p> <p><i>[Signature]</i></p>	<p>Date</p> <p>4/24/17</p>	