Faculty Annual Performance Evaluations – Revised Process and Workflow

For Presentation to Faculty Senate 27 Oct 2020

**AA Working Group (Apr – present)**
Jennie Kenney, AA Ops Director
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Morgan Cassimus, IR Data Scientist
Dan Knauss, EMP Assoc Dean
Peter Aaen, EE DH
Paul Sava, GP DH
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**AA+ITS Working Group (Sept – present)**
AA Team: Jennie, Melanie, Dan, Dean
Vanessa Rael, IT Proj Manager
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Melanie Kosciolek, Banner Developer
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Overview

• Current Problems
• Solution Process & Boundary Conditions
• Proposed Revisions
  • Changes to Evaluation Form
  • Changes to Workflow Process
• Discussion
Overview

Current Problems
Solution Process & Boundary Conditions
Proposed Revisions
  Changes to Evaluation Form
  Changes to Workflow Process
Discussion

Eval process takes too much time
Eval process demands busy work
Eval form is data-centric, not evaluation-centric
Goal setting is disconnected from productivity assessment
Overview

Current Problems

Solution Process & Boundary Conditions

Proposed Revisions
- Changes to Evaluation Form
- Changes to Workflow Process

Discussion

Working group comprised by AA
- Biweekly meetings from April
- Revisions to form and process

Working group AA + ITS
- Semi-weekly meetings
- Mapping of workflow, all components
- Workflow testing in Nov

Boundary Conditions
- Reorient toward prof development while minimizing substantive changes
- Do not modify evaluation structure
- Maintain alignment with Handbook
Overview

Current Problems
Solution Process & Boundary Conditions

**Proposed Revisions**
- Changes to Evaluation Form
- Changes to Workflow Process

Discussion

Goal-setting moved to T, S, S sections
- Last year’s goals auto-populate
- Narrative refocuses from data dump to assessment *justification*
- Data files (FRD, CV, other) appended

Retains (optional) self-assess. ratings
Submission timeline, approvals, and revisions *all managed by OnBase*
Teaching objectives for this assessment cycle

Auto-populated content from prior annual performance evaluation cycle.

Teaching objectives self-assessment rating: [drop down menu] Optional self-assessment rating

Teaching objectives justification
Use the text box below to justify and support your self-assessment rating above. Do not simply delineate your teaching contributions here. Instead, focus your attention on evidence of impact that corresponds to your self-assessment rating.

Teaching objectives for the following assessment cycle
Use the text box below to specify your teaching goals for the next assessment cycle.

Next-cycle goals embedded within T, S, S sections

Supervisor assessment rating for teaching: [drop down menu]

Supervisor comments on teaching
Faculty Annual Performance Evaluation Workflow

Key: Workflow ← Feedback ← Save Draft

1. DH/Sup. Submit
2. Faculty Submit

Dean Review

DH-Faculty Meet

Rebuttal?

Dean Submit

Archive: End
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