Faculty Evaluation and Performance Counseling

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Faculty Evaluations

Assessment of Faculty Performance

• Teaching
• Research and Other Creative Activities
• Service
• Other University Duties
Purpose of Faculty Evaluations

• To help faculty to improve their performance
• To improve the institution
• Used to make personnel decisions
  – Retention
  – Promotion
  – Tenure
  – Salary Increases
Facility Responses

• Concerns
  – Negative evaluation
  – Unclear criteria
  – Unfair assessment
  – Misuse of information
  – Negative outcomes
Faculty Responses

• Responses
  – Fear
  – Anxiety/trepidation
  – Resistance
  – Anger
  – Blame
  – Complaints (formal and informal)
Chair’s Responsibilities

- Faculty Performance Evaluations
  - Most difficult
  - Important responsibility
- Performance Counseling
  - Valuable communications tool
  - Regular contact between chair and faculty
  - Focus: successes, failures, concerns, needs
  - Very difficult

Confidentiality

Document
Chair’s Responsibilities

- Handled improperly
  - Damage relationship with faculty members
  - Decrease Faculty morale
  - Decrease Departmental success in meeting its objectives
  - Grievances

11/5/15
What Can Chairs Do?

Evaluations
Counseling

HANDLE WITH CARE

11/5/15
REMOVE NEGATIVE CONNOTATIONS

COUNSELING!

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EVALUATION!

"ALL I SAID WAS 'TEACHER ACCOUNTABILITY..."
Remove EMOTIONS from the evaluation & counseling process.

It isn’t personal.
Setting the Tone

- Frame the process *positively*
- **Understand** the process and purpose
- **Comfort/Acceptance** of the idea and process
- **Productive** and **supportive** leadership
- Faculty will likely follow your **lead**
Demystify the Process

WHAT AND HOW TO EVALUATE

CLEAR CRITERIA
BASED ON ASSIGNMENT
PURPOSE
CLEAR COMMUNICATION
DOCUMENT
Our Education System

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

-Albert Einstein
"Your evaluation will be based on what you do in the next thirty seconds. Go!"
EMPOWER FACULTY

• Mentoring for Junior Faculty
• Professional Development Opportunities
• Recommend Regular Scholarly Activities
• Faculty Involvement
  – Faculty Department-Aligned Goals (mutual benefits)
  – Faculty Self-Evaluations
  – Faculty-Created Improvement Plan
THANK YOU!

Questions?