Faculty Annual Performance Evaluations – Revised Process and Workflow

For Presentation to Faculty Senate 27 Oct 2020

<u>AA Working Group</u> (Apr - present)

Jennie Kenney, AA Ops Director Melanie Barnhart, Aca Ops Manager Morgan Cassimus, IR Data Scientist Dan Knauss, EMP Assoc Dean Peter Aaen, EE DH Paul Sava, GP DH Dean Nieusma, EDS DD

AA+ITS Working Group (Sept - present)

AA Team: Jennie, Melanie, Dan, Dean Vanessa Rael, IT Proj Manager Ted Boeckman, Workflow Developer Melanie Kosciolek. Banner Developer Wan Zheng, ES Application Admin

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

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

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

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

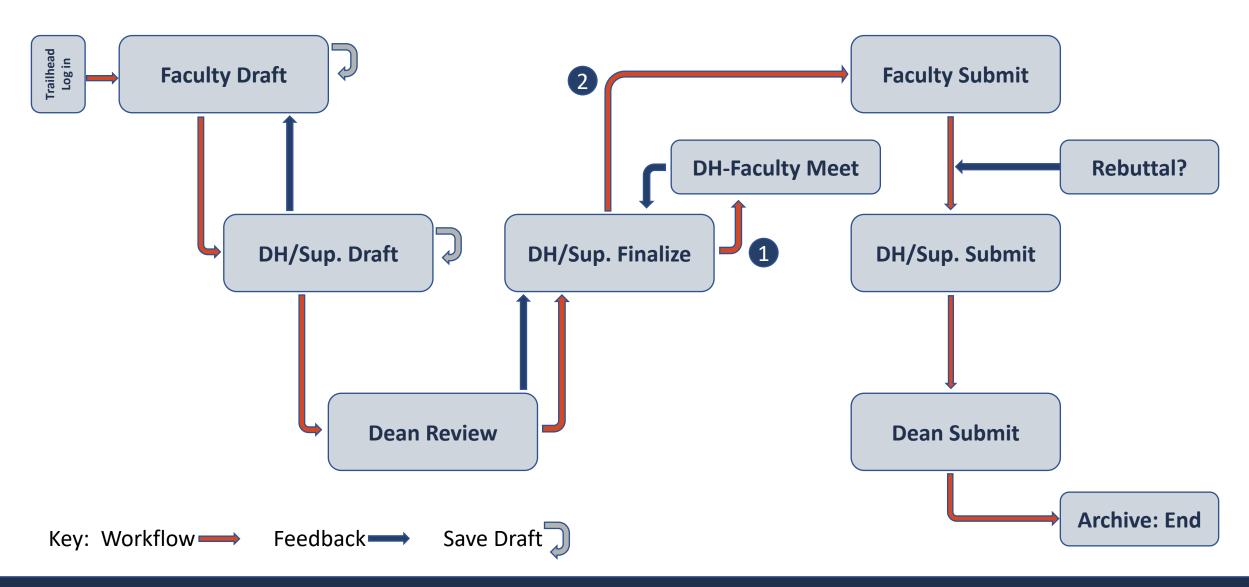
Retains (optional) self-assess. ratings

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	Optional "Teaching Data" attachment here
Use the text box below to justify and support your self-assessment rating a	
contributions here. Instead, focus your attention of evidence of impact that	at 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	Next-cycle goals embedded within T, S, S section

Supervisor comments on teaching

Faculty Annual Performance Evaluation Workflow



Current Problems

Solution Process & Boundary Conditions

Proposed Revisions

Changes to Evaluation Form

Changes to Workflow Process

Discussion