

# Faculty Annual Performance Evaluations – Revised Process and Workflow

For Presentation to Faculty Senate 27 Oct 2020

## AA Working Group (Apr – present)

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## AA+ITS Working Group (Sept – present)

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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

## Teaching objectives for this assessment cycle

Auto-populated content from prior annual performance evaluation cycle.

Teaching objectives self-assessment rating:

← Optional self-assessment rating

Optional "Teaching Data" attachment here

## 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

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

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

Supervisor assessment rating for teaching:

## Supervisor comments on teaching



# Faculty Annual Performance Evaluation Workflow



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Proposed Revisions

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**Discussion**

