



## **Faculty Evaluation Scale**

**IMPORTANT:** Achieving a minimum Basic Job Responsibilities score does not guarantee a faculty member's final evaluation score for the academic year. Meeting the *additional* requirements for a final evaluation score as described in the [Faculty Evaluation Scale](#) is also required.

- 0 = Does not participate in the Portfolio Evaluation System.**
- 1 = To be eligible for a final evaluation score of “1”,** the faculty member has a Basic Job Responsibilities score of 45 or below out of 75. *Additionally*, faculty member participates in the Portfolio Evaluation System, but may not set and/or document the minimum number of goals required according to academic rank. Faculty member may not address feedback from classroom observations, formative evaluations, and/or student opinion of instruction surveys (as documented in [Faculty Member's Final Conference Form](#) and [Preliminary Evaluation Agreement](#).)
- 2 = To be eligible for a final evaluation score of “2”,** the faculty member has a minimum Basic Job Responsibilities score of 46 out of 75. *Additionally*, faculty member participates in the Portfolio Evaluation System, but may not set and/or document the minimum number of goals required according to academic rank. Faculty member may not address feedback from classroom observations, formative evaluations, and/or student opinion of instruction surveys (as documented in [Faculty Member's Final Conference Form](#) and [Preliminary Evaluation Agreement](#).)
- 3 = To be eligible for a final evaluation score of “3”,** the faculty member has a minimum Basic Job Responsibilities score of 54 out of 75. *Additionally*, faculty member participates in the Portfolio Evaluation System. Faculty member sets and documents goals that reflect the minimum requirements according to academic rank and years of service. The faculty member may be missing forms or documents required in evaluation process. Faculty member addresses feedback from classroom observations, formative evaluations, and/or student opinion of instruction surveys (as documented in [Faculty Member's Final Conference Form](#) and [Preliminary Evaluation Agreement](#).)
- 4 = To be eligible for a final evaluation score of “4”,** the faculty member has a minimum Basic Job Responsibilities score of 61 out of 75. *Additionally*, faculty member participates in the Portfolio Evaluation System and meets all goals. Faculty member sets goals that exceed minimum requirements according to academic rank and/or years of service in at least one instance. (The faculty member achieved at least one additional goal or achieved above and beyond the target initially intended for at least one goal.) Documentation is extensive and thorough and demonstrates completion of goals in each area required. Faculty member addresses feedback from classroom observations, formative evaluations, and/or student opinion of instruction surveys (as documented in [Faculty Member's Final Conference Form](#) and [Preliminary Evaluation Agreement](#).)
- 5 = To be eligible for a final evaluation score of “5”,** the faculty member has a minimum Basic Job Responsibilities score of 68 out of 75. *Additionally*, faculty member participates in the Portfolio Evaluation System and meets all goals. Faculty member sets and documents goals that exceed the minimum requirements according to academic rank and years of service in at least two instances. (The faculty member achieved at least two additional goals, achieved above and beyond the target initially intended for at least two goals, or a combination of both in at least two instances.) Faculty member consistently exceeds expectations. Documentation is extensive and thorough and demonstrates completion of goals in each area required. Faculty member addresses feedback from classroom observations, formative evaluations, and/or student opinion of instruction surveys (as documented in [Faculty Member's Final Conference Form](#) and [Preliminary Evaluation Agreement](#).)