

**DEPARTMENT OF ANTHROPOLOGY
FLORIDA ATLANTIC UNIVERSITY**

SUSTAINED PERFORMANCE EVALUATION GUIDELINES

The Sustained Performance Evaluation (SPE) is a periodic review of tenured faculty which evaluates faculty accomplishments over a period of multiple years. The SPE in the Department of Anthropology shall be based upon each faculty member's *overall rating* on the Annual Faculty Report over a seven-year cycle.

General Information

The University requires that tenured faculty members receive a Sustained Evaluation. The major objectives of this evaluation are

To document sustained performance during the previous seven (7) years of assigned duties

To recognize and reward sustained excellence in teaching, research, and service

To identify and address unsatisfactory performance in these three areas

Evaluation File

As stated in the university provost's memo, the SPE will be conducted based on a portfolio containing the following documents:

and service during the period under review;

including faculty response(s);

The contents of each SPE portfolio are to be kept confidential throughout the evaluation process.

Articulation of Criteria for Evaluation

The overall ratings include performance evaluation in the **three core areas** of Teaching and other instructional activities; Research, scholarship, and creative accomplishment; and Service.

1. Teaching

Teaching is evaluated holistically and may involve a variety of instruction-based activities and indicators. In addition to Student Perception of Teaching (SPOT) scores, overall teaching evaluation may include the following:

- Directed independent studies (DIS)
- Undergraduate research supervision
- Internship supervision
- Graduate and undergraduate thesis supervision
- Dissertation supervision
- Thesis committee participation
- Dissertation committee participation
- New course preparation
- Field and/or laboratory-based instructional activities

2. Research

Research may include the following:

- Scholarly publications: books, articles in peer-reviewed journals, chapters in scholarly books
- External grants
- Ongoing field and laboratory work
- Creative work such as museum exhibitions
- Conference presentations

3. Service

Service may take various forms and involve a number of activities within the university, profession, and/or local community.

University service may include

Chair or other officer on university/college/department.9(o)6(0.7aT14.04 -6(e)10(n)-3(y)26(/6(er6(a

Department Approval