

# Florida Atlantic University

Department of Philosophy

## Sustained Performance Evaluation

Departmental Criteria

Adopted February 20, 2017

Revised August 29, 2017

Approved by Faculty September 1, 2017

The Sustained Performance Evaluation (SPE) is separate and distinct from annual and other faculty evaluations in that the SPE will focus on long-term accomplishments over a period of multiple years. Similarly, the SPE should not be confused with formal evaluation and application for promotion and tenure. The main objectives of the SPE are to:

- xProvide a forum for a regular, constructive conversation regarding each faculty member's role in his/her academic unit, College, University, and discipline at large.
- xIdentify ways in which the University can help facilitate faculty success.
- xRecognize and reward sustained excellence in teaching, scholarship, and service.
- xIdentify and address unsatisfactory performance in a timely manner.

Furthermore, the SPE is also guided by two primary goals (1) To actively assist the individual faculty member in his/her continued professional development and (2) to ensure the continued productivity of the department in fulfilling its university mission and in advancing university strategic priorities and goals.

Additionally, the continuance process provides the opportunity for tenured faculty in the department to mentor and assist junior faculty in developing their professional skills and reputation, while establishing themselves as productive and influential members of the department and University community.

### General Information

The University requires that tenured faculty members re(a)-10r3-.]TJa(a)-10 Svsn(d)-4 Pv rfmne

*Nothing in these departmental guidelines for SPE supersedes or replaces the Collective Bargaining Agreement.*

A. Evaluation Cycle

The SPE will follow a seven year cycle for each tenured faculty member, with the following exceptions:

x

### C. Evaluation File

The SPE will be conducted based on a portfolio containing a brief summary of the faculty member's activities during the entire seven year period under review. The file should contain:

- x A current *curriculum vita* that clearly highlights accomplishments in teaching, scholarship, and service during the period under review.
- x Copies of the faculty member's last seven annual assignments and annual evaluations.
- x A copy of the report of the previous SPE, if available.
- x A copy of the published performance expectations from the faculty member's academic unit (see Articulation of Unit Expectations below).
- x A brief (2 page) narrative from the faculty member.

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

### D. Articulation of Unit Expectations

The criteria to be used to evaluate a faculty member's sustained performance will consist of a mixture of quantitative and qualitative factors. These criteria are tied to the seven year period of annual assignments and evaluations and will not extend beyond the scope of the relevant activities undertaken by the faculty member during that time.

#### 1. Teaching Expectations for Sustained Performance

In order to assess whether or not a tenured faculty member of the department of philosophy has met *teaching* expectations during the relevant period covered by the SPE, the faculty member will be evaluated on the basis of the following expectations:

1. The faculty member must have received an overall evaluation rating of good or higher on six (6) of his/her previous seven (7) annual evaluations.
2. The faculty member must have a rating of good or higher for *teaching* in six (6) of his/her last seven (7) annual evaluations
3. The faculty member must have a verified record of honoring and enforcing the *teaching* policies and procedures of the department of philosophy
4. The faculty member must have a demonstrative record of consistent and meaningful commitment to *teaching* excellence. *The following items are not intended to be a complete list but, rather, to serve as examples of the activities which may be taken into consideration in assessing continuous teaching excellence:*



1. Faculty member must have received an overall evaluation rating of ~~good~~ or higher on six (6) of his/her previous seven (7) annual evaluations.
2. Faculty member ~~must~~ have a rating of ~~good~~ higher for *service* in six (6) of his/her last seven (7) annual evaluations
3. Faculty member must have a verified record of ~~hono~~ing enforcing the service policies and procedures of the department of philosophy
4. Faculty member must have a demonstrative record of consistent and meaningful commitment to *service* excellence. *The following items are not intended to be a complete list but, rather, to serve as examples of the activities which may be taken into consideration in assessing continuous service excellence:*
  - a). Review of manuscripts, book chapters, etc.
  - b). Leadership positions/memberships in professional associations
  - c). Service to editorial boards
  - d). Serving on *ad hoc* departmental/College and University Committees
  - e). Advising to on-campus student organizations
  - f). Recognition for service (Professional, community, Department/College/University nominations or awards),

E: Expectations for Rating of "Exceeds Expectations"

- x In order to receive a rating of "Exceeds Expectations" for his/her ~~SPE~~, faculty member must have earned an overall rating of "Exceptional" or above on at least four (4) out of the last seven (7) annual evaluations, and
- x An overall rating of no less than "Good" in the other three (3) annual evaluations.
- x An assessment that the faculty member is committed to excellence in teaching, rese1.15 Tatsssmentn,nar10(nua)4(l)-2( )]TJ 0 6(l,e. )Tj/ T224 Td ( r10(n c)-

