



Attachments Previous Evaluations

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FACULTY ANNUAL REVIEW (click for printable version - opens in new window)

Faculty Member: Ernest Brewer **Rank:** Professor **Evaluation Period:** 2011
College: Educ, Health, & Human Sciences **Dean:** Robert Rider
Department: Educational Leadership & Policy Studies **Department Head:** Vincent Anfara

Number of documents attached to this review: 16

The evaluation below has been approved by the Chief Academic Officer - this review is complete

Review Status: This review is finished/complete.

Areas to be evaluated and rated are (1) teaching, (2) research/scholarship/creative activity, (3) service, and (4) overall performance. ¹ In each area, the department head rates faculty performance on a scale of 1 to 5, as set forth below, relative to expectations for his or her rank, based on previously established objectives for that faculty member (including goals for the previous year and each of the preceding two years in the Evaluation Period) and departmental bylaws (including the department's criteria for the various ratings at the different ranks).

- 5-Outstanding (Excellent): Far exceeds expectations
- 4-More Than Expected (Very Good): Exceeds expectations
- 3-Expected (Good): Meets expectations
- 2-Less Than Expected (Fair): Falls short of meeting expectations ²
- 1-Unsatisfactory (Poor): Falls far short of meeting expectations ²

1 = Unsatisfactory ... 5 = Outstanding

Teaching	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input checked="" type="radio"/> 5	<input type="radio"/> NA
Research/Scholarship/Creative Activity	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input checked="" type="radio"/> 5	<input type="radio"/> NA
Service	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input checked="" type="radio"/> 5	<input type="radio"/> NA
Overall	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input checked="" type="radio"/> 5	<input type="radio"/> NA

The department head's Progress and Performance Narrative shall be attached to this Report. Other supporting materials also may be attached. For tenured faculty in Good Standing,³ the department head is required to attach a Progress and Performance Narrative only every three years, unless the faculty member asks the department head to draft and attach a narrative for that year.⁴ In years for which a Progress and Performance Narrative is not attached, the faculty member's Faculty Activity Report for that year is attached to this Report in lieu of the Progress and Performance Narrative.

For purposes of merit and performance-based salary adjustments, this faculty member:

- Exceeds expectations (is eligible for significant merit/performance pay adjustments)
- Meets expectations (is eligible for minimum merit/performance pay adjustments)
- Needs improvement (is not eligible for merit/performance pay adjustments) ²
- Unsatisfactory (is not eligible for merit/performance pay adjustments) ²
- Not yet evaluated

Digital signatures for this review:

Faculty Member: Ernest Brewer	Date: 10/14/2011 11:46:33 AM
Department Head: Vincent Anfara	Date: 10/13/2011 3:09:53 PM
Dean: ⁵ Robert Rider	Date: 10/17/2011 9:25:17 AM
Chief Academic Officer: ⁴ sgardial for Sue Martin	Date: 11/1/2011 11:11:08 AM

¹ Procedures and standards are set forth in the Faculty Handbook, the Manual for Faculty Evaluation, and the departmental bylaws.