

**Faculty Member's Annual Personal Report  
and Department Chair's Evaluation  
for the Period September 1, \_\_\_\_\_ to August 31, \_\_\_\_\_\***  
*This is a CONFIDENTIAL document.*

**Name:** \_\_\_\_\_  
Last First Middle

**College:** \_\_\_\_\_ **Department:** \_\_\_\_\_

**Rank:** \_\_\_\_\_ **Date Prepared:** \_\_\_\_\_

Evaluation of the faculty member's efforts and accomplishments for the one-year period designated above is based upon this report and self-assessment. For each of the evaluative categories that follow, the faculty member should record the contributions he/she has made during the year under consideration. The faculty member's Department Chair will respond in writing to the information contained in each section and indicate whether the faculty member meets expectations, needs self-improvement or needs improvement with supervision. The report and the evaluation should be accurate and thorough, because they will be used in tenure/promotion considerations and post-tenure review. *Note: For faculty members who retire during or at the end of the year or who have received notice of nonrenewal of contract, an annual evaluation need not be conducted.*

*\*On the year a faculty member is submitting a portfolio for tenure and/or promotion, he/she may elect to report activities completed up to the 1<sup>st</sup> Friday of the Fall semester.*

**Statement of Faculty Member:**

I certify that the information I have supplied in this report is accurate and that my Department Chair has reviewed his/her evaluative comments with me. I understand that I will receive a copy of this document and that I have the right to appeal the evaluation according to the policy stated below.

\_\_\_\_\_  
Name Date  
*Note: Upon completion of the evaluation, if the faculty member declines to sign, the Department Chair will indicate as much on the signature line and enter the date of the evaluation on the dateline.*

**Statement of the Department Chair:**

I have reviewed with the faculty member my written comments and evaluative judgments contained in this document, and have provided him/her a copy.

\_\_\_\_\_  
Name Date

**College Dean's Verification:**

This document has been officially filed in the Dean's Office, and copies have been provided to the Department Chair and faculty member

\_\_\_\_\_  
Name Date

**Appeal Policy**

A faculty member who wishes to appeal this evaluation must first request a meeting with his/her Department Chair to discuss his/her objections. The request must be submitted within 15 working days of the date on which the evaluative conference occurred. If the appeal cannot be resolved at the level of the

Department Chair, the faculty member may appeal to his/her College Dean. If the appeal cannot be resolved at the level of the College Dean, the faculty member may appeal to the Provost. If still unresolved, the appeal will be referred to the President, whose decision will be final.

## **I. Teaching Effectiveness**

The criteria for assessing teaching effectiveness in considerations of tenure and/or promotion are (1) course design, (2) out-of-class academic support, (3) continuing development, and (4) collegiality in teaching. For details concerning when and how these criteria apply in seeking tenure or promotion to a particular rank, see Policy Op 06.05 in the MSU Operating Policies and Procedures Manual. **For all faculty being evaluated, the Department Chair should indicate any criteria where performance might weaken chances for continuance, tenure, and/or promotion. Suggestions for improvement should also be offered.**

Examples of activities the faculty member should include:

- Development and implementation of class activities or assignments that promote critical thinking skills.
- Development of new courses or revision of existing courses, special projects attempted, application of new teaching techniques and instructional application of new technologies that demonstrate practical application of the faculty member's teaching philosophy.
- Promotion of diversity in course content, modification of instruction for diverse populations or inclusion of multi-cultural or diversity topics, and/or develop new courses focused on diversity, equity and inclusion topics, furthering MSU Texas' commitment to DEI.
- Student activities, out-of-class instruction/supervision, direction of papers/theses and/or special student projects, or small-group or individual instruction, etc. that demonstrate a favorable and supportive attitude towards students.
- Provide out-of-class academic support of students by offering regular and meaningful feedback on student academic work, providing effective out-of-class instruction/supervision, completion of research related to coursework, independent studies, and/or being available to students outside of class (i.e. faculty supervision of EURECA).
- Scholarly research, course work completed, or experiences at workshops, seminars, or conferences that have enhanced classroom knowledge and expertise.
- Achievement of professional certification(s) and/or teaching awards.
- Instances where efforts have been expended to demonstrate collegiality in teaching – for example, team teaching; interdisciplinary teaching; willingness to teach at odd times and in a variety of formats (e.g., web and other distance courses, concurrent courses, and honors courses); volunteering to teach new classes; contributing to the development, maintenance, and teaching of multiple-section courses; presenting guest lectures when appropriate; substitute teaching for peers when the need arises; relating to others in a respectful and courteous manner inside and outside the classroom; cooperating in the preparation of course/teaching schedules; contributing to the development of common syllabi; and sharing resources.

*Note: An official summary of student evaluations and a record of the grade distribution for each of the courses taught during the spring and fall semesters of the evaluation period must be attached to this document.*

### **Faculty Member's Report on Teaching Effectiveness**

**Faculty Member's Report on Teaching Effectiveness (continued)**

Department Chair's Evaluation of Teaching Effectiveness:

\_\_\_ Meets expectations      \_\_\_ Needs self-improvement      \_\_\_ Needs improvement with supervision

Department Chair's Comments:

## II. Research and Scholarly Activity

The criteria for assessing research and scholarly activity in considerations of tenure and/or promotion are (1) Scholarly and Creative Activities and (2) Scholarly and Creative Recognition. For details concerning when and how these criteria apply in seeking tenure or promotion to a particular rank see Policy Op 06.05 in the MSU Operating Policies and Procedures Manual. **For all faculty being evaluated, the Department Chair should indicate any criteria where performance might weaken chances for continuance, tenure, and/or promotion. Suggestions for improvement should also be offered.**

In reporting research, creative, and scholarly activity – which should be described succinctly but referenced thoroughly – below are some of the examples the faculty member should include:

Traditional:

- Publication of books, book chapters, monographs, or articles in refereed journals with state, regional, national, or international distribution.
- Refereed conference proceedings.
- Publication of creative writing and presentation of artistic performances or exhibitions.
- Papers, posters, workshops, clinics, etc. presented at professional meetings.

Applied:

- Basic research conducted for immediate practical application
- Integration of information across disciplines
- Research conducted to assist organizations
- Special pedagogical applications of existing or original research
- Application of existing or original research to artistic pursuits and projects
- Special applications of technology to scholarly or artistic endeavors
- Development of educational materials and/or software
- *Primary responsibility* (verified in writing by the Chair and/or Dean) for collection, analysis, and reporting of information or data in connection with assessment and accreditation self-studies
- Performance or exhibition of artistic projects

For either:

- Awards and recognition earned for research, scholarly activity, and/or creative endeavor.
- Requests for reprints of published research.
- Any other relevant research, scholarly activity, and creative endeavor.
- Grant writing
- Research/creative projects involving students (including EURECA, UGROW) where both the faculty member and student serve as authors.
- Presentations
- Instances where efforts have been made to demonstrate collegiality in research and/or creative activity – for example, joint research/creative endeavors with other faculty on or beyond the campus, assisting other faculty or students with research or creative projects, and collaborative writing of research grants.

Faculty members who actively conduct research focused on diversity, equity and inclusion related issues should make special notation of this work as a furthering of Midwestern State University's commitment to DEI.

### **Faculty Member's Report on Research and Scholarly Activity**

**Faculty Member's Report on Research and Scholarly Activity (continued)**

Department Chair's Evaluation of Research and Scholarly Activity:

\_\_\_ Meets expectations      \_\_\_ Needs self-improvement      \_\_\_ Needs improvement with supervision

Department Chair's Comments:

### III. Service

The criteria for assessing service in considerations of tenure and promotion are (1) service to the university and (2) service to the profession/community. For details concerning when and how these criteria apply in seeking tenure and/or promotion to a particular rank, see Policy Op 06.05 in the MSU Operating Policies and Procedures Manual. **For all faculty being evaluated, the Department Chair should indicate any criteria where performance might weaken chances for continuance, tenure, and/or promotion. Suggestions for improvement should also be offered.**

Examples of service activities the faculty member should include:

- Departmental, college, and university committee assignments.
- Advising responsibilities (personal, academic, and career counseling; number of advisees; number of hours devoted per semester to advisement of majors).
- Contributions to curriculum development.
- Administrative responsibilities.
- Sponsorship of professional or scholarly activities on campus.
- Sponsorship of student organizations, student development, and other service.
- Student recruitment.
- Faculty recruitment.
- Faculty Forum presentations.
- Judging; and sponsorship of professional or scholarly activities on campus.
- Participation in the formulation of academic policies.
- Participation in UGROW, EURECA not in a supervisory capacity of students or as co-authoring research.
- Awards or recognition earned for campus service.
- Any other relevant university service.
- Instances where efforts have been made to demonstrate collegiality in service – for example, the mentoring of other faculty in adjusting to service expectations, volunteering to participate in university activities or assume administrative responsibilities, volunteering extra time to help students, collaborating with other faculty and/or staff to organize service activities, attending and supporting events organized by other faculty, participating in Family Day, Mustangs Rally, etc.

In reporting service to the profession and community, the faculty member should include:

- Active involvement in local, regional, state, national, and international organizations (memberships on boards, offices held, committee assignments, organizing and chairing of sessions). Public-service workshops, clinics, talks, exhibitions, and performances.
- Organization or adjudication of academic contests off campus.
- Consulting in one's area of professional expertise or providing expertise to private, city, state, federal, or international agencies.
- Obtaining of external non-research grants for scholarships, student activities, faculty activities, software, equipment, and other resources.
- Civic contributions.
- Humanitarian endeavors.
- Awards or recognition earned for professional or community service.
- Any other relevant professional or community service.
- Actively participate in service promoting diversity, equity, and inclusion in the profession and/or community.

**Faculty Member's Report on Service**

Department Chair's Evaluation of Service:

Meets expectations       Needs self-improvement       Needs improvement with supervision

Department Chair's Comments:

#### **IV. Miscellaneous (optional)**

List of any other relevant activity not previously documented.

#### **V. Guiding Principle**

Faculty members should conduct themselves in a respectful, civil, and courteous manner with other faculty, staff, administrators, and students in attaining the goals of the department, college, and University. Faculty should not address this guiding principle in the APR narrative or the narrative of the tenure and promotion application. Instead, the department chair will evaluate each faculty member as part of the Annual Personal Report. The included APRs in the application will provide evidence of meeting this guiding principle.

The Department Chair should complete the following:

\_\_\_\_ For the reporting period, the faculty member has complied with the MSU Guiding Principles

\_\_\_\_ For the reporting period, the faculty member has failed to comply with the MSU Guiding Principles as follows:

#### **VI. Compliance with MSU Policies and Procedures**

The Department Chair should complete the following:

\_\_\_\_ For the reporting period, the faculty member has complied with university regulations.

\_\_\_\_ For the reporting period, the faculty member has failed to comply with the regulations noted below: