**Format for Evaluation Reports**

These format guidelines give an overview of specific information that should appear in a faculty member's self-evaluation report, the Department Chair’s evaluation report, the Peer Evaluation Committee's evaluation report, and the report of the Promotion and Tenure Committee (PTC). Area weights assigned to specific areas must sum to 100%. The following are the headings which should appear at the beginning of each evaluation area being discussed with the area weight listed to the right of the heading. All reports should be guided by the Disciplinary Statements adopted by the home department of the faculty member under evaluation.

1). **Introductory Heading** - The introductory heading should appear at the top of the first page of the evaluation form and include the following information as listed below.

***Faculty Member's Name***

***Current Professorial Rank***

***Current Academic Year*  *Department***

***Type of Form Self Chair Peer PTC \_\_\_\_\_***

***Type of Evaluation (check all applicable)* *Annual \_\_\_\_\_ Tenure \_\_\_\_\_ Promotion \_\_\_\_\_***

**2****). TEACHING Area Weight (60% to 70%)\_\_\_\_\_\_\_\_\_**

*a) Classroom activities.*  Discuss classroom work as it relates to how knowledge in a faculty member's discipline is covered (e.g., categories, principles, summaries), how the specific content of a discipline is imparted (e.g., facts, examples), the development of general student skills (e.g., communication, critical thinking, creativity, mathematics), how student learning is motivated (e.g., stimulating curiosity, confidence, and task-specific motivation), measures of student performance (e.g., examinations, papers, presentations, other projects).

*b)* *Auxiliary teaching activities.*  Discuss evidence that grades have been submitted in a timely manner, supplementary instructional time provided outside of class, the supervising of student research projects, working with colleagues to develop curricula.

*c)* How has the information from your most recent evaluation been used to improve instruction?

**3).** **SCHOLARSHIP *Area Weight* (10% to 30%) \_\_\_\_\_\_\_\_**

*a) Research.* Discuss scholarly research for the period of the evaluation. In particular, there should be emphasis on (a) how knowledge has been developed, (b) the application of existing knowledge used to solve practical problems, (c) the application of professional knowledge and skill to an artistic problem if applicable*,* or (d) the completion of a special program of intellectual development.

*b) Publication.* Discuss scholarly works that have been disseminated within the faculty member's discipline. Examples across disciplines are exhibition of artistic work, editing grant applications, publication in scholarly journals, and publishing of works aimed toward student and general audiences.

**4).** **SERVICE *Area weight*** (10% to 30%) \_\_\_\_\_\_\_\_

A faculty member may work in any of the following categories in a given year.

*a) University Service.* Comment about on-campus service provided during the period, including activities such as academic advising (see Academic Advisement, Section III, Chapter 1), committee work (see Faculty Governance, Section I, Chapter 3), grant administration (see Faculty Research Policy, Section II, Chapter 7), or consultations supporting the work of staff or faculty. Quality of service is very important (e.g., serving actively on a small number of committees is more valuable than serving minimally on many committees).

*b) Professional service*. Comment on the nature, scope, and effectiveness of service to the faculty member's profession~~.~~

*c) Community Service.*  Comment on the strengths and weaknesses of off-campus service during the period, including such activities as participation on professional committees and governing boards, providing consultation to schools, civic organizations, and government agencies, and providing leadership on public matters.

**5). Faculty Work Plan for the Next Academic Year –**UNC Policy 400.4.3 and UNC Pembroke Policy POL 02.05.04 require all full-time faculty to develop an annual work plan. This plan should account for full-time work in the areas of teaching, scholarship, and service or teaching and service in the case of non-tenure-track faculty. Faculty members' work plans should include the proposed initiatives and outcomes a faculty member seeks to achieve in the next academic year and be linked to long-term evaluations such as reappointment, promotion, tenure, or post-tenure review. It should be consistent with the anticipated area weights to be assigned for the next academic year. Please use the Faculty Work Plan Worksheet to provide the plan.

**6). Anticipated Area Weights for the Next Academic Year** - This section should only appear on the self-evaluation form. The following anticipated area weights as indicated below should be listed in this section. These weights should be consistent with the description of work contained in the annual work plan.

*Teaching (60% to 70%)*

*Scholarship (10% to 30%)*

*Service (10% to 30%)*

**7). SYNTHESIS** - This section will only appear in a Department Chair, Peer Evaluation Committee, and Promotion and Tenure Committee evaluation. In this section, the evaluator(s) determine the overall performance rating of the faculty member for the period covered. The quality of performance is weighed in relation to the faculty member's area weights. The final evaluation should (a) adhere to the guiding principles, (b) reflect equity within the department and among departments, and (c) allow a reasonable degree of flexibility in how a faculty member orients his or her effort.

*a). Rationale of rating* - This section clarifies the relationship between the various performance areas as listed in the University mission statement and the overall performance ranking given.

*b). Overall rating of faculty member* - Listed below are the ratings a faculty member will be assigned.

Distinguished performance

Very good performance

Adequate performance

Deficient performance

Date Signature of Department or Committee Chair

Date Signature of Evaluated Faculty Member