



**RECOGNITION AND PROMOTION-BASED
EVALUATION 20XX FACULTY EVALUATION
(To be completed by the Center's Director)**

Name of Faculty Member _____ Department Name _____

Track: Tenure Non-Tenure If Tenure Track, Tenure Status: Acquiring Tenured

Date of Application for Promotion to Associate Professor / Professor / Tenure: _____ or NA

This faculty member elects to be placed on the Medical Educator Pathway or Clinical Educator Pathway
By checking this box, the chair attests that the faculty member meets the eligibility for the selected promotion pathway, if applicable.

Primary Responsibilities (As determined with Department Chair) Check primary area of responsibility and enter approximate percentage of time

Teaching (___ %) Clinical Service (___ %) Scholarship (___ %) Public Service (___ %)

Teaching, Precepting and Curricular Development

Last year's Chair- Assigned Goals / Objectives:

Exceeds Expectations Meets Expectations Needs Improvement

General criteria for Promotion / Tenure:

Exceeds Expectations Meets Expectations Needs Improvement

Specific criteria for Promotion / Tenure:

Exceeds Expectations Meets Expectations Needs Improvement

Chair's Comments and Recommended Goals / Objectives for Next 12 Months:

Scholarship in Research, Dental Education and / or Patient Care

(abstracts, presentations, manuscripts, electronic postings, innovations, collaborations, grants, contracts, etc.)

Last year's Chair-Assigned Goals / Objectives:

Exceeds Expectations Meets Expectations Needs Improvement

General criteria for Promotion / Tenure:

Exceeds Expectations Meets Expectations Needs Improvement

Specific criteria for Promotion / Tenure:

Exceeds Expectations Meets Expectations Needs Improvement

Center Director's Comments and Recommended Goals / Objectives for Next 12 Months:

Clinical and Patient Care Activities

(Current practice sites, number half days per week, principle responsibilities.)

Last year's Director's -Assigned Goals / Objectives:

- Exceeds Expectations Meets Expectations Needs Improvement

General criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Specific criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Center Director's Comments and Recommended Goals / Objectives for Next 12 Months:

Academically-Related Public Service

(Center, School, TTUHSC El Paso, Hospital, Community, State, National, International – include public service)

Last year's Director-Assigned Goals / Objectives:

- Exceeds Expectations Meets Expectations Needs Improvement

General criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Specific criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Center Director's Comments and Recommended Goals / Objectives for Next 12 Months:

Faculty Development, Continuing Education, Personal Development and Awards Received

Last year's Director-Assigned Goals / Objectives:

- Exceeds Expectations Meets Expectations Needs Improvement

General criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Specific criteria for Promotion / Tenure:

- Exceeds Expectations Meets Expectations Needs Improvement

Center Director's Comments and Recommended Goals / Objectives for Next 12 Months:

CITIZENSHIP

Characteristic	Does Not Meet Expectations	Meets Some Expectations	Meets All Expectations	Exceeds Expectations	Significantly Exceeds Expectations*
Observes institutional/school/center policies/procedures					
Respects others and their rights					
Serves others before herself/himself					
Accepts personal responsibility					
Contributes to the organization/community					

*Provide justification when **Significantly Exceeds Expectations** is selected.

PROFESSIONALISM

Characteristic	Does Not Meet Expectations	Meets Some Expectations	Meets All Expectations	Exceeds Expectations	Significantly Exceeds Expectations*
Effective communication with other employees and customers					
Conforms to the technical and ethical standards of her/his profession					
Accountability					
Trustworthiness					
Honesty					

Links to Professionalism to assist in evaluations:

<https://www.ncctinc.com/documents/Aspects%20of%20Professionalism%201.pdf>

<http://faculty-staff.ou.edu/B/Mark.C.Bolino-1/AME%202003.pdf>

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1769526/>

*Provide justification when **Significantly Exceeds Expectations** is selected.

OVERALL EVALUATION

(Please check one box)

Does Not Meet Expectations	Meets Some Expectations	Meets All Expectations	Exceeds Expectations	Significantly Exceeds Expectations

Additional Comments Regarding Faculty Performance

Use this section to document positive reinforcement and/or constructive feedback:

FACULTY DEVELOPMENT PLAN

(Please check one box)

This is available to faculty members to assist in achievement of the assigned goals and objectives. A faculty development plan is available upon the request of chair and/or faculty member.

- Not Required
 Development Plan Requested
 Development Plan Declined

EVALUATION SIGNATURES

_____	_____	_____	_____
Faculty Signature	Date	Chair Signature	Date

Send original to Natalie Asencio, Office of Faculty Affairs, ASB Room 1112. Retain a copy in the center's file and provide a copy to the WLHSDM faculty member.