

**RECOGNITION AND PROMOTION-BASED EVALUATION  
2016 FACULTY EVALUATION  
(To be completed by the Department Chair)**

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 (\_\_\_ %)

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**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:

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**Scholarship in Research, Medical 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

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

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**Clinical and Patient Care Activities**

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

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:

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**Academically-Related Public Service**

*(Department, School, TTUHSC, Hospital, Community, State, National, International – include public service)*

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:

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**Faculty Development, Continuing Education, Personal Development and Awards Received**

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:

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**CITIZENSHIP**

Characteristic	Does Not Meet Expectations	Meets Some Expectations	Meets All Expectations	Exceeds Expectations	Significantly Exceeds Expectations*
Observes institutional/departmental 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.

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**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.

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**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:

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**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**

_____	_____	_____	_____
<b>Faculty Signature</b>	<b>Date</b>	<b>Chair Signature</b>	<b>Date</b>

**Send original to Natalie Asencio, Office of Faculty Affairs, ASB Room 1112. Retain a copy in the department's file and provide a copy to Faculty Member.**