

Principles for Ideal Faculty Evaluation – September 16, 2021

People who evaluate faculty look like our faculty. Composed of individuals that are similar to those being reviewed.

Work is evenly distributed

Equifinality - the idea that there are multiple ways to get to excellence

Encompasses and values all forms of diversity

Values different ways of creating and using knowledge is important - impact and engagement

Values clarity and transparency

Evaluation behaviors are aligned with values and represent values.

Knowing expectations for P and T and being able to communicate that to faculty

Faculty thrive at our institution.

Ultimately, faculty evaluation should be one of the means to change what our university is, does, and accomplishes.

Informs the whole campus and not just STEM

Be mindful that university is hostile place. Everyone has different needs for change that is necessary for them to thrive