



Faculty Performance Evaluation Sample Goals

Instruction, Advising, and Mentoring:

Specific: With the aim of supporting an environment of continuous improvement and a focus on enhancing student engagement and learning outcomes, Dr. Garcia will develop or redesign an under/ graduate course in [specific field of study]

Measurable: Upon completion of the course re/ design, Dr. Garcia will work with [TILT or others as needed] to administer pre- and post-assessments to measure students' understanding of key concepts and their ability to apply them in practical scenarios.

Achievable: Dr. Garcia possesses the necessary expertise in [specific field of study] and pedagogical methods to re/ design the course effectively, and with the help of [TILT or others] to assess the outcomes.

Relevant: Enhancing teaching effectiveness and student learning is a core responsibility of all faculty and contributes to the university's academic and student success initiatives.

Timeframe: Dr. Garcia will complete the course re/ design by the start of the next AY, allowing time for course preparation and adjustment. They will implement the re/ design during the fall semester and assess its impact on student learning outcomes beginning at the end of the next AY. If a new course they may choose to offer it as an experimental course once or twice before submitting for permanent approval through CIM.

Research, Scholarship, and Creative Activity:

Specific: Dr. Gupta will advance their research agenda by completing and submitting a grant proposal to NIH for funding to support [specific research topic] within the next AY.

Measurable: Dr. Gupta will receive proposal mentoring, writing and budget support from [mentor(s), OVPR (depending on size of proposal), etc.]. Dr. Gupta will track their progress by maintaining a detailed timeline and milestone chart for proposal development and submission.

Achievable: Dr. Gupta has already conducted preliminary research on [specific topic] and has established collaborations with other researchers in the field.

Relevant: Securing additional funding is a key criterion for tenure advancement and is essential for sustaining Dr. Gupta's research program and contributing to the advancement of expertise in their field.

Timeframe: Dr. Gupta will complete the proposal writing process and submit it in advance of the pre-award deadline of XXX to ensure sufficient time for review and approval.

University/ Professional/ Public Service & Outreach:

Specific: Dr. Jones will contribute to the college's commitment to diversity, equity, inclusion, and access by serving as the chair of the DEIJ committee during the upcoming AY.

Measurable: Dr. Jones is expected to plan/ communicate monthly meeting agendas and lead meeting discussions and decision-making processes.

Achievable: Dr. Jones's expertise in [specific area], commitment to DEIJ, their leadership skills, and previous service as a DEIJ committee member will ensure they have the capacity to effectively chair this committee while fulfilling their other duties.

Relevant: Service to the college and university is an essential component of Dr. Jones's tenure responsibilities.

Timeframe: Dr. Jones will host their first DEIJ committee meeting at the start of the AY, hosting monthly committee meetings through the end of the AY