**2019-2020 Institutional Report on the Annual Review of Faculty Performance**

# Elements of the Faculty Performance Review Process

1. Summarize the overall faculty performance review process.

The process to gather evaluative information includes the following:

1. How are faculty peers involved in faculty performance?
2. How are students involved in faculty performance?
3. How are administrators involved in faculty performance?
4. How do faculty members self-evaluate their performance?
5. Describe how faculty knowledge and use of student support tools (i.e. early alert) and advising techniques (i.e. intrusive advising) are used to evaluate faculty performance.
6. Describe any other activities used to evaluate faculty performance.

# Institutional Monitoring of the Faculty Performance Review Process

1. Does the institution monitor the annual faculty review process? Yes \_\_\_No
2. If yes, describe the procedures and persons responsible for the monitoring.
3. If no, describe measures that are being taken to begin annual monitoring.

# Use of Review Findings

1. How are faculty performance results used in decisions related to promotions, salary increases or job tenure?
2. Describe how faculty performance results are used at your institution to guide short and long-term faculty development.
3. Based on faculty performance results, identify the following area(s) of improvement that are being examined for next academic year.

# English Fluency of Teaching Faculty

1. How do students and administrators review the English fluency of all teaching faculty—full-time, part-time, and graduate teaching assistants?
2. What measures are in place to assist deficient faculty in becoming English proficient?
3. Summarize English deficiency findings and note action taken by the institution.

# Support for Accredited Public Schools

1. **Four Year Institutions**: Describe how did the College of Education and related discipline faculty members at your institution work collaboratively with accredited public schools in Arkansas this academic year.
2. **Two Year Institutions:** Describe how did the institution’s related discipline faculty members work collaboratively with accredited public schools in Arkansas this academic year.

# Notable Findings and Future Plans

1. List any notable findings from the annual faculty review process conducted during the year that may have implications for future annual faculty reviews.
2. Describe any plans or revisions to the annual faculty review process this year that have been developed as a result of the following:
   1. Notable findings listed above (see question #1)
   2. the institutional placement plan
   3. the productivity funding formula

# Level of Faculty Satisfaction with Current Process

1. On the scale below, indicate the faculty’s overall sense of satisfaction with the annual review process. If the rating is low (1 or 2), briefly describe corrective measures that will be implemented.

1---2---3---4---5---6---7---8---9---10

low high