

Faculty Evaluation Committee Minutes

3:30-4:55 p.m.

November 6, 2018

Ordway 106

Present: Mark Usnick, Walt Webb, Maria Streater, Nancy Forrest, Becky Easton, Collin Witherspoon

Absent: Stefanie Decker, Emily Gilbert, Dana Scott, Frank Sobey, Lyndy Forrester, Sue Grady

Guests: Sarah Bruce, Cindy Lanham, Fran Garcia, Dave Van Domelen

- I. The minutes were approved.
- II. Sarah showed the group the current wording of the rubrics for faculty evaluations. The committee discussed possible revisions. We will wordsmith the rubrics and send them by email for further revisions or approval. The committee would like to have examples of the supporting summaries linked to the main Cornerstone tool. EOD will work with the committee to provide these examples.
- III. We looked at the new timeline and discussed some implications.
- IV. The group recommended to EOD that they provide the following types of training:
 - Goals
 - Evaluating faculty for supervisors
 - How to re-open a self-evaluation
 - Self-evaluations for faculty

The committee also discussed the possibility of having job descriptions revised annually to ensure that faculty are being evaluated for merit pay with the job description as the baseline.

- V. Dave Van Domelen described a plan by which the scores could be matched with the percentage of raise awarded. The committee will consider the plan but made no recommendation on it during this meeting.