Walker College of Business Cover Page

FACULTY ANNUAL PERFORMANCE EVALUATION

LAST UPDATED: December 9, 2025

Faculty Name	
Current Rank	
Department	
Year	

WCOB FACULTY: See section I.A, "Dimensions of Performance," of the Walker College of Business *Faculty Personnel Guidelines* for indicators of performance in each of the dimensions, Instruction (section I.A.1), Intellectual Contributions (I.A.2), and Service (I.A.3).

To be completed by Department Chair:

The faculty member holds the following faculty qualification as defined in the AACSB standards and college guidelines:

_____ Scholarly Academic (SA)

_____ Scholarly Practitioner (SP)

_____ Practice Academic (PA)

_____ Instructional Practitioner (IP)

_____ None of the above

NOTE: "Qualified" status (SA, SP, PA, or IP) is necessary to achieve a rating of "meets expectations" or above in the area of Intellectual Contribution.

This cover page is to be used by Walker College of Business faculty.
The Official Faculty Annual Performance Evaluation begins on the following page.

Faculty Annual Performance Evaluation
(Provisions and content outlined in section 3.7/4.10 of the *Faculty Handbook and OP 4 of the AASOPs*)

Faculty Name	
Current Rank	
Department	
Year	

The faculty annual performance evaluations will be done on the **calendar year** from January 1 to December 30.

During the spring term, each faculty member shall be evaluated for the calendar year in accordance with the applicable section of the Faculty Handbook and AASOPs.

The rating system has three ratings: "exceeds expectations," "meets expectations," and "fails to meet expectations." The normal rating is "meets expectations." This rating describes a faculty member who performs the dimension of their job with skill, producing the results expected of a highly educated professional. The rating of "meets expectations" also describes a faculty member whose performance on a dimension is comparable to that of a broad range of faculty members within the unit. "Exceeds expectations" should be reserved for faculty who made outstanding contributions in the evaluation year.

Please review *Faculty Handbook* 3.7/4.10 for the statement on Evaluation of Faculty. The faculty member's self-evaluation should go beyond a list of accomplishments and provide reflections on strengths and areas for growth or improvement.

I. Instruction

A. Self-Evaluation

B. Chair's Assessment

Dimension: Instruction	
	Exceeds Expectations
	Meets Expectations
	Fails to Meet Expectations

II. Research and Creative Activities

A. Self-Evaluation

B. Chair's Assessment

Dimension: Research and Creative Activities	
	Exceeds Expectations
	Meets Expectations
	Fails to Meet Expectations

III. Service

A. Self-Evaluation

B. Chair's Assessment

Dimension: Service	
	Exceeds Expectations
	Meets Expectations
	Fails to Meet Expectations

IV. Progress Toward Associate Professor/Tenure, Professor or Post-Tenure Review

A. Self-Evaluation

B. Chair’s Assessment

V. Goal-Setting for the Next Calendar Year

Goal-setting should align with plans in a faculty member's Annual Workload Plan.

A. Faculty Member's Goals (Instruction, research/creative activity, and service)

B. Chair Comments

Optional Comments: The faculty member may attach comments in response to the assessments of the department chair.

Faculty Member: I have reviewed this document and discussed the contents with the department chairperson. My signature means that I have been advised of my performance evaluation and does not necessarily imply that I agree with the evaluation. Failure to return a signed copy of this form to the department chair within thirty days of its receipt constitutes acknowledgment of receipt and refusal to return the form.

Faculty Member's Signature _____ Date: _____

Chairperson's Signature _____ Date: _____

Dean's Signature _____ Date: _____