

Report on Annual Review of Faculty Performance for North Arkansas College

Academic Year 2010-2011

North Arkansas College has successfully conducted and completed an appraisal of faculty performance for the 2010-2011 academic year. The appraisal process included the following elements:

- Student Evaluation: Students completed evaluations of instruction in each class taught during the fall semester, including both a series of objective questions and detailed written comments.
- Classroom Visitation: Each dean visited the classroom of each full-time faculty member in his or her division. This visitation occurred at least once during the academic year and included an evaluation of English fluency.
- Self Evaluation: All full-time instructors submitted a self evaluation to their respective dean. This evaluation included both instructional and professional responsibilities.
- Peer Evaluation: The evaluation process included faculty peer evaluations for all faculty members. At least two peers selected from the faculty member's division evaluated each faculty member. The dean selected one peer, and the faculty member being evaluated selected the other(s).
- Dean Assessment: Each dean completed a performance appraisal evaluation for each full-time instructor in his or her division. The assessment included both instructional and professional responsibilities.

All faculty members met with their respective deans for the purpose of a performance appraisal interview. The overall evaluation included information from student evaluations, classroom visitations, self-evaluations, and peer evaluations. All reports were signed and dated. Deficiencies in English fluency do not exist. The performance results were not used in decisions related to promotions, salary increases, or tenure.

The Vice President of Learning monitored the entire process. This included reminders and updates on progress throughout the year, as well as a final report from each dean indicating that the review process had been consistently and rigorously applied.

Deans and most faculty members agreed that this annual faculty performance appraisal plan was thorough. Further, a satisfactory level of overall satisfaction exists with this review process. There are no revisions to the faculty review process for 2010-2011. On a scale of one (low) to 10 (high), the faculty's sense of overall satisfaction is eight. Northark is piloting CourseEval software that promises to provide greater flexibility in the forms used for evaluation, earlier student evaluations, and tracking from semester to semester; full implementation is expected in fall 2011.