Evaluate, in narrative form, your progress toward your goals and objectives in the following categories: Teaching, Advisement, Scholarly and Creative Activities, College Service, and Community Service. Your evaluation should address your goals and objectives in these areas, the method or activities engaged in the pursuit of your goals and objectives, and the quality and success of your endeavors. It should also include suggestions for maintaining or improving your performance, the relationship between your goals and those of the department and college, and future contributions and activities you may wish to undertake. We also ask that you discuss the results of any workload reassignments.

You may choose to address some of the specific activities listed below. The elements of civic engagement may emerge in any of these activities.

I. Teaching

Courses show:

- An emphasis on student learning and assessment in the structure of courses, course materials, and out-of-class activities
- Adapting teaching to the needs of diverse students, both undergraduate and graduate.
- Currency in subject matter and approaches to teaching
- Availability to and interaction with students outside the classroom
- A record of versatility within the program or major and, where appropriate, in the undergraduate core curriculum, and ongoing development of new courses and course materials such as syllabi and assignments
- Incorporation of mission-specific approaches to teaching (e.g., service learning and other forms of experiential learning, student research, engaging students in global perspectives, connecting liberal learning with professional study, new approaches to professional study)
- Alignment of course with appropriate college-wide student learning outcomes

Effectiveness in teaching is shown through reflection on:

- IDEAs and departmental course evaluations
- Peer evaluation of teaching
- Assessment of student learning related to goals and objectives of course
- Representative course materials
- Sample student work

Continued growth as a teacher is evidenced in
• Contributions to the scholarship of pedagogy
• Participation in faculty development activities relating to teaching
• Leadership in curriculum development, presentation at faculty seminars or workshops, team-teaching, or offering guest lectures in others’ classes

Effectiveness as an advisor is evident in availability to students, reflection on approaches to advising, assessment of advising, and evidence of innovation and growth as an advisor.

2. Scholarly and creative accomplishment (Boyer’s scholarship of discovery, scholarship of integration, scholarship of application, and scholarship of teaching)

Activities demonstrate ongoing professional engagement through:

• A plan for professional growth over time
• Ongoing scholarly research or creative activities
• Attending and presenting at professional conferences
• Writing grant proposals

The quality and usefulness of scholarly and creative work has been affirmed through:

• Peer reviewed publication
• Peer reviewed acceptance for conference presentation
• Invited presentations or performances
• Juried exhibitions
• Successful grant writing
• Other equivalent documentation of professional work

3. Service

Document contributions to the college in the following areas:

• Assessment and program reviews
• Curriculum development and other academic initiatives
• Supporting out-of-class programs involving students
• Service on departmental, school, or college task forces or committees as appropriate to rank
• Contributions to strategic initiatives
• Supporting school- or college-wide academic programs such as Freshman Seminar, Women’s Studies, M.A. in Liberal Studies, and recruitment and retention.
• Supporting laboratories, studios and equipment
• Participating in professional partnerships with community groups

Service to the profession might include holding office in a professional organization, board memberships, and conference planning.
Community service might be documented by assessing contributions in the following areas:

- Consultation and advisory activities related to one’s academic discipline
- Public lectures and performances or presentations and performances in the schools related to one’s discipline
- Other community involvement relating to one’s college position or field of expertise

4. Variable assignment:

Please reflect on the work that you accomplished through any course reassignment through the Workload Initiative or through administrative reassignment/s.