

Yearly Performance Evaluation of BIO Lecturers

- The evaluation committee will consist of the BIO Director, the Associate Chairs of the Biology Depts., and Sr. Lecturers: Janice Fischer, Karen Browning, Christine Hawkes, John Mihic, Ruth Buskirk, Anita Latham, Jennifer Moon, K. Satashivan, Emin Ulug, Mark Bierner.
- Each Fall, the performance of BIO Lecturers for the previous Fall and Spring will be evaluated. The information used will be Classroom Observation reports, CIS scores, and FARs. Each Lecturer will be graded as Meets Expectations, Exceeds Expectations, or Does Not Meet Expectations.
- The following guidelines will be used for assigning for grades. These are only general guidelines, as individual circumstances will be considered. For example, the committee will take into account that CIS scores are generally lower for large introductory courses than for smaller upper division courses; CIS scores can suffer when Lecturers experiment with innovative teaching techniques; CIS scores can be lower, particularly in introductory courses, for Lecturers with high expectations of student performance (tougher graders), than for those with lower expectations. In addition, different peer observers can have diverse ideas about good teaching. *The intention is to reward Lecturers who experiment with teaching innovation and have high expectations of the students – not the opposite.*
 - **Meets Expectations:** Positive classroom observation reports (overall rating of at least 3.5); CIS scores averaging at least 3.5; when applicable, indication from course coordinator that appropriate curriculum is being taught.
 - **Exceeds Expectations:** Superlative classroom observation reports (overall rating above 4); CIS scores above 4.0; when applicable, indication from course coordinator that appropriate curriculum is being taught; leadership in Department or University service, particularly activities that promote teaching excellence and innovation.
 - **Does Not Meet Expectations:** Weak classroom observation reports (overall rating lower than 3.5); CIS scores averaging lower than 3.5; when applicable, indication from course coordinator that appropriate curriculum is not being taught.
- Each Lecturer will be notified of their Evaluation results by email in January. During that Spring semester, each Lecturer will meet with the BIO Director and/or the appropriate Associate Chair of their department to discuss their performance the previous year and plans for the future. A remediation plan for anyone receiving an evaluation of Does Not Meet Expectations will be devised and in place by February.