

Faculty Performance Template

While many departments have established a set of questions on which faculty can provide explanation and framing of their yearly accomplishments, others have not, and in some cases, consideration of an expanded set of questions may be wise. Below are some suggested prompts to solicit faculty commentary on their teaching, research/creative activity, and service performance. Departments and faculty are encouraged to use these prompts in ways that they believe will contribute to improved evaluation processes.

Teaching

In your statement on teaching, discuss the teaching load and courses taught, explaining how they fit into the departmental degree programs. Discuss the pedagogical approaches used in each course, and any new practices that were implemented. Highlight any new teaching or course innovations that you developed over the past year, such as developing a new course, transforming a course for online or hybrid platforms, new assignments, the use of simulation, community-engaged learning activities, use of new teaching technologies, new classroom structures and processes, etc. Highlight professional development activities that you engaged in, such as webinars and workshops, in the process of improving your teaching effectiveness.

Share your thoughts about the effectiveness of your teaching overall this year. Consider what worked well and where you felt as though you struggled or saw challenges. What do you view as the impact of your teaching and mentoring efforts this year? Comment on any areas that you believe should be particularly valued.

Share the efforts made to improve the course, and the feedback and resources on which these changes were made. How will you use what you learned this year to adapt and progress your teaching in the next year? What supports or resources would most benefit your growth in teaching in the future?

Service

In your statement on service, provide a narrative on the contributions you have made to the university, your college, your department, your profession, as well as students, faculty, and staff, and the community at large.

Consider both formal and informal service roles you have taken on, as well as hidden or less visible service. Document the impact of your individual contributions and the impact of the committee as a whole to improving outcomes for your department, college, University, or profession. Were new approaches used or a larger scope taken on? What impact resulted and for whom? Provide estimates of your time and effort involved. Make sure to specify how your service activities fit within your overall service mission, how they support the mission of the university, and how your service activities relate to the dimensions of the strategic plan for the university, college, or department.

Highlight any effort that supports implementing OU's strategic plan. In addition, document any efforts that have outreach or community engagement dimensions. What do you view as the

impact of your service efforts this year? Comment on any areas that you believe should be particularly valued. Discuss your goals regarding service for the next year.

Research and Creative Activity

In your research and creative activity statement, provide a narrative on the progress of your work within this evaluation period: the outcomes you have accomplished, how this progress builds on previous work you have done (for example, products resulting from multi-year efforts), and what work you currently have underway, which will result in future achievements (for example, proposals, readings, collaborations, and professional development activities that will enable your future contributions).

As you reflect on your research and creative activity, consider including in your narrative the big picture of how your work impacts OU, your discipline, the community, and/or the broader society. Highlight any interdisciplinary collaborations and transdisciplinary work you have engaged in, and any connections to the university's strategic plan.

Highlight any efforts you made to integrate your research and creative activity in your teaching and opportunities you made available for undergraduate students to engage in research and creative activity.

Document research/scholarly activities that support the research mission of the university (for example, providing professional development, delivering seminars, and actively building networks that enable other students and faculty to enhance their research and creative activity efforts and impact). Discuss the overall impact of your research/creative activity efforts this year, including activities that you believe should be particularly valued. Articulate your goals regarding research/creative activity for the next year.