

Policy Name: Faculty Performance Policy	Responsible Owner: President	Effective Date: July 28, 2025
Policy Number:	Approval Body: Board of Governors	

A. POLICY:

PURPOSE/COMMITMENT:

The purpose of this policy is to establish a structured and transparent process for evaluating the performance of Faculty. The evaluation aims to:

- Assess Faculty members' suitability for reappointment or continuing appointment.
- Provide Faculty with constructive feedback to enhance teaching skills and effectiveness.

DEFINITIONS:

Faculty: Employees engaged in instructional roles.

SCOPE:

This policy applies to all Faculty employed by the Institution.

POLICY STATEMENT:

The Institution is committed to fostering a culture of excellence in teaching and professional development through a comprehensive Faculty evaluation process. Evaluations will:

1. Be conducted fairly and consistently, focusing on classroom performance, professional expertise, student interactions, collaboration with colleagues, and contributions to the Institution's community.
2. Include multiple perspectives, such as peer reviews, student feedback, and Dean's assessments, to ensure a holistic evaluation.
3. Be carried out with transparency, providing Faculty with timely notice, clear feedback, and opportunities to respond to evaluation outcomes.
4. Maintain confidentiality to protect the integrity of the process and prevent bias, sharing only summarized evaluation results with Faculty.
5. Occur at regular intervals tailored to Faculty classification to support ongoing improvement and career progression.
6. Result in documented outcomes, including acknowledgment of performance, identification of strengths and areas for improvement, and, where applicable, decisions regarding reappointment, tenure, or other employment actions as outlined in the definitions.
7. Support Faculty in achieving their professional goals by providing actionable feedback and access to professional development opportunities.

Under the guidance of the VP Academic, the evaluation process will be managed by the Dean, with all evaluation materials securely stored in a Faculty member's evaluation file.