# Lecturer Evaluation and Reappointment

# Why?

- The CBA says so:
  - "Full-time temporary faculty unit employees appointed for two (2) or more semesters … must be evaluated in accordance with the periodic evaluation procedure." (15.23)
  - "Part-time temporary faculty unit employees appointed for two (2) or more semesters … shall be evaluated in accordance with the periodic evaluation procedure.
- And it is the right thing to do.
  - Constructive feedback helps to inform how to improve
  - Learn and address issues

# What does the CBA say?

- Must include student evaluations of teaching.

- Sets ground rules for peer evaluations, if they are to be used.

- Evaluation is based on material in the PAF/WPAF

# Policy on Lecturer Evaluation: SP 12-10

- Full-time: Peer review committee & Dean
- Part-time (AY): Program chair
- Part-time (3Y): Peer review committee & Dean
- Evaluation every year for 1$^{st}$ 6 years; at least once during subsequent 3-year contracts
- Due: end of the 11th week of the semester
- www.csuci.edu/faculty/facultyaffairs/policies.htm

# CSUCI Lecturer Evaluation Policy: SP 12-10

- Basis for evaluation:
    - Materials in the PAF
    - FT: Faculty-prepared Portfolio
    - PT: Portfolio optional (but encouraged)
- PAF includes Student Ratings of Teaching (SRT)
- At least one peer observation

# CSUCI Lecturer Evaluation Policy: SP 12-10

- Portfolio must include:
    - Current CV
    - Syllabi of courses taught
- Portfolio may include:
    - Self-assessment of no more than 500 words
    - Course materials
    - Evidence of scholarly or creative activities or service relevant to the assignment
    - Any other relevant materials

# Hints and Tips

- We all can improve
- Do not dance around issues – if something needs to be said, say it
  - It becomes harder to address issues if they have been "accepted" in the past
- Do not tell their story for them
- Evaluation should clearly reference materials in file
  - Demonstrate careful consideration
- Do not forget to sign the file!

# Questions?