

Mission Focused Faculty Evaluation **Descriptors**

The DFC has met to expand the definitions of the Faculty Evaluation Form. There have been repeated requests to develop an evaluation process that would have only black and white categories, to eliminate the possibility of ambiguity and inaccuracy. The DFC hopes that the following explanations will contribute to a consistent and uniform use of faculty evaluations.

For additional information on agreed upon *Standards for Performance Excellence* please refer to the Dugoni School Faculty Handbook, Section 3.4.

For additional information about the Mission Focused Faculty Evaluation process, please refer to

Professional development of practicing dentists

This category evaluates any activity that enhances the knowledge and skills of practicing dentists and that does not already fall into the category of Scholarship. It includes diverse methods of presentation such as lecturing, study club sponsorship, publication in non-referred journals and texts, computerized presentations, clinical technique demonstrations, and consulting. Ratings are required for all faculty members.

Quality Categories

Unacceptable (Counsel regarding replacement)

This evaluation is reserved either for performance clearly and repeatedly below minimum expected levels, or for a single action that is regarded by the School community as a major offense. It is expected that this category will be used rarely and only for obviously problematic behavior.

Needs Improvement (Plan for change required)

This evaluation is warranted when performance or behavior creates problems, which are identifiable and correctable. The actions the chair plans to take to improve performance must be indicated.

Very Good (Consistent with mission)

It is expected that a majority of evaluations will fit into this category. Please see the attached Guidelines for a characterization of the modal faculty member. A faculty member who does a job is one who shows up on time and completes tasks, is responsible in teaching research activities, is effective in explanations and demonstrations, is a positive role model and is a contributor to the department and school. There would be general agreement that this faculty member in with