

# Activity 1 Worksheets

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BEST PRACTICES IN FACULTY PERFORMANCE MANAGEMENT



**S&T ADVANCE Leadership Workshop**  
January 17, 2024

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ADVANCE

**Tenure/Tenure-Track Positions in Your Department:**

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>TEACHING</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>RESEARCH</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>SERVICE</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

## **Let's Reflect**

Of those definitions/metrics, which are based on faculty behaviors? Which are based on outputs? How many of those metrics are 100% in control of the faculty member?

If you reworded the outputs to reflect behaviors, what would that look like?

How complex is your process? To what extent does it rely on weighted formulas/metrics?

Of those definitions/metrics, do they fully capture all ways one could contribute to teaching, research, and/or service? What's missing? For example, do you consider capacity building behaviors or continuous improvement behaviors?

Are there formative assessments built into your definition/metrics of performance and/or your evaluation process? How many of the identified metrics are directly aligned with department and university goals?

<b>Tenure/Tenure-Track</b> <b>“Typical”</b>	No Raise		Raise Eligible	
	Unsatisfactory		Satisfactory	
	Minimum (Does Not Meet)	Meets	Exceeds	
Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      40%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      40%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Non-Tenure Track Positions in Your Department:**

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>TEACHING</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>RESEARCH</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

Identify Dept's Current Definition/Metrics of Each Performance Level for <b>SERVICE</b>	
Does Not Meet Expectations	
Meets Expectations	
Exceeds Expectations	

## **Let's Reflect**

Of those definitions/metrics, which are based on faculty behaviors? Which are based on outputs? How many of those metrics are 100% in control of the faculty member?

If you reworded the outputs to reflect behaviors, what would that look like?

How complex is your evaluation process? To what extent does it rely on weighted formulas/metrics?

Of those definitions/metrics, do they fully capture all ways one could contribute to teaching, research, and/or service? What's missing? For example, do you consider capacity building behaviors or continuous improvement behaviors?

Are there formative assessments built into your definition/metrics of performance and/or your evaluation process? How many of the identified metrics are directly aligned with department and university goals?

<b>Non-Tenure Track “Typical”</b>	No Raise		Raise Eligible	
	Unsatisfactory		Satisfactory	
	Minimum (Does Not Meet)	Meets	Exceeds	
Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      40%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      40%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
% Distribution:      20%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	