



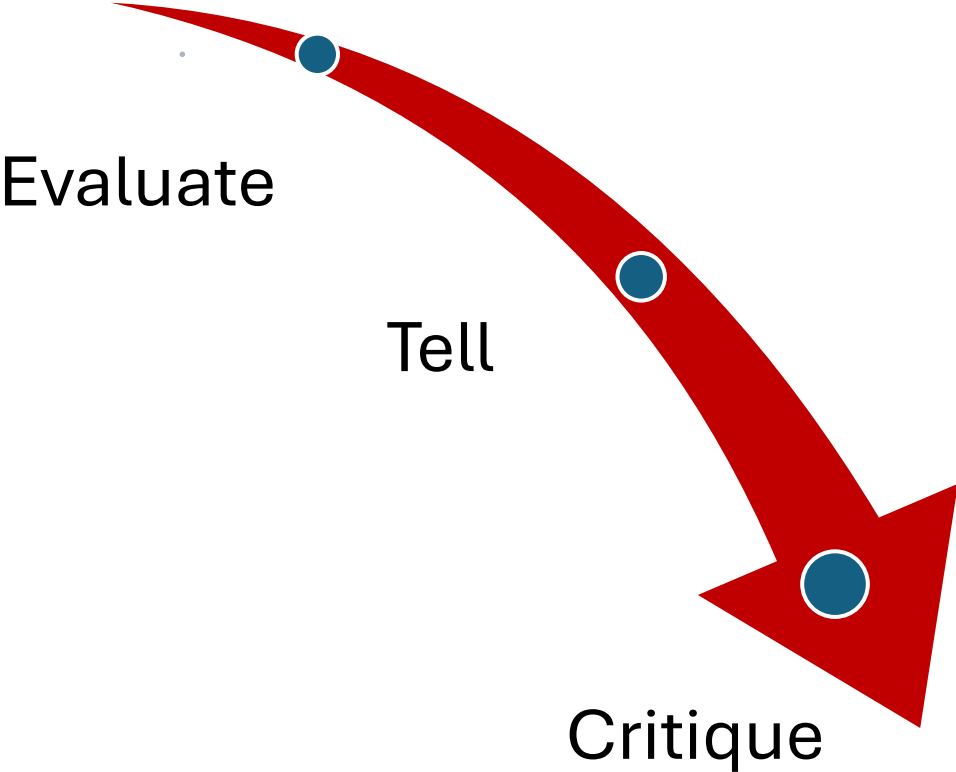
Faculty Performance Evaluations and Mentoring

Mary Carney, Ph.D.
Senior Director of Faculty and
Leadership Development
Office of Faculty Affairs

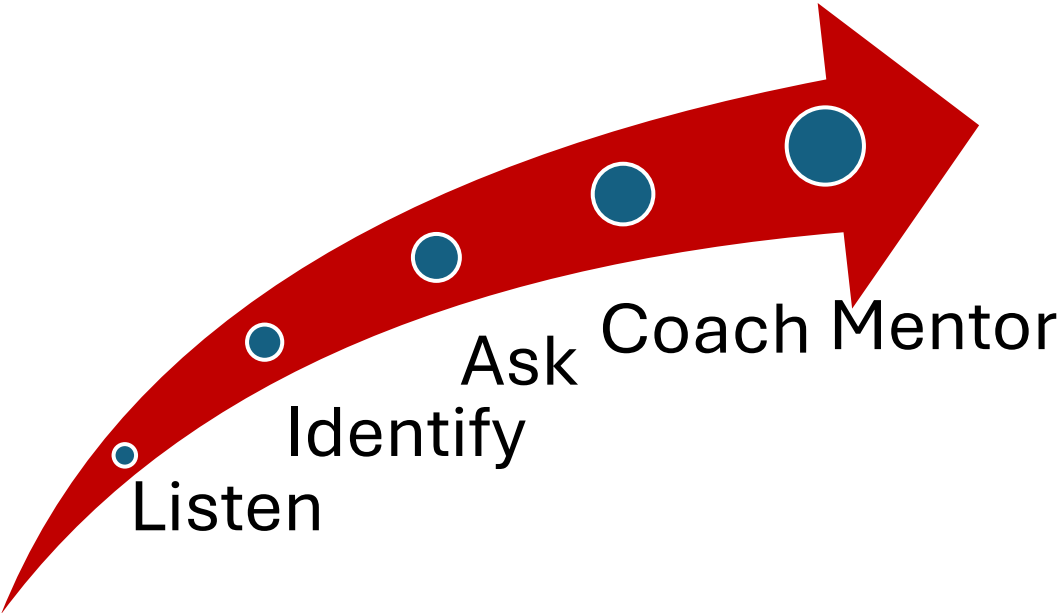
Department Head Roles: Faculty Developer

Tasks	% Reporting High Importance
1. Recruit and select faculty	93
2. Represent dept. to administration and the field	92
3. Evaluate faculty performance	90
4. Encourage faculty research and publication	89
5. Reduce conflict among faculty	88
6. Manage department resources	85
7. Encourage professional development of faculty	85
8. Develop and initiate long-range dept. goals	83
9. Remain current within academic discipline	78
10. Provide informal faculty leadership	75
11. Prepare and propose budgets	73
12. Solicit ideas to improve the department	71

Decrease Motivation



Increase Motivation



STEPS within annual evaluation session . . .



Listen

Review faculty annual report together and listen to comments from faculty member.



Identify

Identify their unique contributions and qualities. Express gratitude.
Help them recognize their strengths and meaning/purpose of their work for unit.



Ask

Ask about goals and action plans going forward to create vision for success within their faculty responsibilities.



Coach

Coach them with questions and paraphrasing of their ideas.
Help them find ways to support unit goals on their own path and solutions.



Mentor

Mentor with sharing resources, insights, and personal vignettes.

One key takeaway:

Finalize written
evaluation **after**
conversation.



Performance Evaluations and Mentoring Panel

Fred Beyette, Founding Chair, School of Electrical and Computer Engineering, College of Engineering

Meg Mittelstadt, Assistant Vice President for Learning Initiatives, and Director of the Center for Teaching and Learning, Office of Instruction

Connie Rogers, Department Head, Department of Nutritional Sciences, and Senior Director for Health Initiatives, College of Family and Consumer Sciences

Case Study



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Thank you!

