AGENDA

7:30  Continental Breakfast

8:00  Introduction & review agenda/introduce Faculty Evaluation Committee (FEC) members
      Nancy Carson

8:05  A. Review and discuss purpose of targeted outcomes, and importance of collaboration with evaluator in developing targeted outcomes
      Rick Segal

      B. Discuss relationship to career development/professional goals and division/department/college/university goals
      Rick Segal

8:35  Provide examples of targeted outcomes followed by large group discussion of strengths and weaknesses
      (FEC Committee Volunteer)

9:15  BREAK

9:30  Faculty practice writing targeted outcomes at tables
      Feedback from peers at table
      FEC Committee Member facilitates at each table

10:15 Each table shares one example with large group
      (Faculty whose example is being shared presents)

10:50 Conclusion and next steps (e.g. evaluator meeting)
Faculty Evaluation Committee

Heather Bonilha
Sandy Brotherton
Nancy Carson
Jillian Harvey
Deepak Kumar
Rick Segal
Jim Zoller
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Annual Performance Review Summary

• Purpose
  1. To document meaningful data upon which to make fair and equitable decisions about overall faculty performance, salary, promotion and retention
  2. Provide accurate feedback to faculty member to improve performance and recognize and reward excellence
**Targeted Outcomes** are well-written, singular sentences that include three components: performance; the conditions and context; and the criteria for success and evaluation. Targeted outcomes are clearly stated and measurable.

Targeted Outcomes should reflect performance in the following categories: teaching, scholarship, external funding, clinical practice, administration and service. They are strongly aligned and consistent with career paths and college needs.
Scoring Targeted Outcomes

**Outstanding:** Substantially exceeds

**Very Good:** Exceeds

**Satisfactory:** Meets

**Marginal:** Partially meets

**Unacceptable:** Does not meet
1. Today we will not discuss professionalism and other job responsibilities aspects of the annual review. These are still under discussion.
2. The purpose of today’s workshop is to discuss and practice writing good targeted outcomes and how targeted outcomes should relate to career development goals and/or unit goals.
3. The evaluation of targeted outcomes will be discussed and practiced in a future meeting with evaluators.
Development of faculty targeted outcomes is an iterative and collaborative effort of the faculty member and their supervisor (evaluator). This allows the TO’s to help set up the faculty member for success (e.g. good trajectory for promotion)
Most targeted outcomes should align with and be steps towards meeting:
1. career development/professional goals
2. division/department/college/university goals
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TARGETED OUTCOMES WORKSHEET

State a Long-Term Goal (from Career Development Plan if you have one) OR state a division/department goal that you will be working on in 2015-16.

Draft a targeted outcome based on your goal.

Circle Category: Teaching/Instruction Scholarship External Funding
Clinical/Professional Practice Administration Service
Other Professional Development

OUTCOME
GOAL:

METHOD TO ACHIEVE:

WHAT DETERMINES THE FOLLOWING RATINGS
Unacceptable:
Marginal:
Satisfactory:
Very Good:
Outstanding:

Criteria:
Is it measurable?
Does the metric for “outstanding” challenge you?
Does it relate to your long-term professional goal or unit (college/department/division) goal?

Feedback from peers:
Scholarship

Long-term Goal: Develop independent and/or collaborative line of research in neuromuscular recovery that builds upon experience with operant conditioning of spinal reflexes and imaging muscle function to develop and assess a novel neurorehabilitation intervention or novel comprehensive assessment tool that is translatable to practice.

1. (Long-term Goal: Develop independent and/or collaborative line of research in neuromuscular recovery that builds upon experience with operant conditioning of spinal reflexes and imaging muscle function to develop and assess a novel neurorehabilitation intervention or novel comprehensive assessment tool that is translatable to practice.) During 2014-2015 academic year I will complete the setup of laboratory and be able to start collecting data for an assessment of satisfactory and additionally submission of one abstract will make for a very good review. .1 wt.

2. (Long-term Goal: Develop independent and/or collaborative line of research in neuromuscular recovery that builds upon experience with operant conditioning of spinal reflexes and imaging muscle function to develop and assess a novel neurorehabilitation intervention or novel comprehensive assessment tool that is translatable to practice.) During 2014-2015 academic year I will mentor post-doctoral fellow in protocols for operant conditioning resulting in an assessment of satisfactory and if she submits abstract or publication this will equal very good. .05wt.
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This one needed to be changed for several reason including HVAC construction and thus abstract would be outstanding in #1
SCHOLARSHIP

GOAL: Develop a line of scholarly inquiry in XXX OR Disseminate scholarship in XXX.

METHOD: Mentor student research group in XXX.

OUTCOME

Satisfactory: Submit two abstracts to national conferences.

Very Good: One abstract accepted for national conference presentation.

Outstanding: Two abstracts accepted for national conference presentation.

WEIGHT: .05

GOAL: Develop a line of scholarly inquiry in XXX OR Disseminate scholarship in XXX.

METHOD: Complete 2 manuscripts for peer-reviewed journal as first author.

OUTCOME

Satisfactory: Submission of 2 manuscripts to high impact journals.

Very Good: One manuscript accepted for publication.

Outstanding: Two manuscripts accepted for publication.

WEIGHT: .10

GOAL: Develop a line of scholarly inquiry in XXX OR Disseminate scholarship in XXX.

METHOD: Complete two manuscripts for peer-reviewed journal as co-author.

OUTCOME

Satisfactory: Submission of 2 manuscripts to high impact journals.

Very Good: One manuscript accepted for publication.

Outstanding: Two manuscripts accepted for publication.

WEIGHT: .05

GOAL: Develop a line of scholarly inquiry in XXX OR Disseminate scholarship in XXX.

METHOD: Write book chapters as contracted for the textbook XXX.

OUTCOME:

Satisfactory: Complete one book chapter and submit to publisher.

Very Good: Complete two book chapters and submit to publisher.

Outstanding: Complete two book chapters, address all revisions, and submit final editions to publisher.

WEIGHT: 0.10
1. (Long-term Goal 4: Develop a cohort of 12 or more K12 scholars who have successfully attained individual K awards or R01’s for studies that directly affect rehabilitation.) During 2014-2015 academic year I will continue to successfully co-mentor with Dr. Randy Nudo, Dr. Anne Marion Taylor (part of K12) of the Joint UNC-NCSU Department of Biomedical Engineering in clinical application of her research in microfluidics for an assessment of:

Outstanding if NIH R award or equivalent is scored
Very good if NIH R award or equivalent is submitted
Satisfactory if NIH R award or equivalent specific aims page is approved by both mentors.
Marginal if NIH R award or equivalent specific aims page is submitted to both mentors.
Unacceptable if submission of NIH R or equivalent specific aims page is not submitted to both mentors.
.03 wt.
Administration

1. (Long-term Goal 2: Increase resources within the department while incentivizing faculty in research, education and practice or across those areas.) During 2014-2015 academic year task force on faculty practice will complete charge to develop guidelines and principles for faculty practice in the Department of Health Professions and college to foster growth of resources in the Division and Department that are fair and equitable and fit with workload principles for an assessment of very good. .08 wt.
TEACHING/INSTRUCTION

GOAL: Improve teaching effectiveness.

METHOD: Request and participate in DATE review of teaching skills.

OUTCOME
  Satisfactory: Receive ratings of primarily “Meets Expectations” on DATE review.
  Very Good: Receive equal number of ratings of “Meets Expectations” and “Exceeds Expectations” on DATE review.
  Outstanding: Receive ratings of primarily “Exceeds Expectations” on DATE review.

WEIGHT: .05

GOAL: Improve teaching effectiveness.

METHOD: Explore different types of educational technology to enhance learning for courses taught.

OUTCOME:
  Satisfactory: Integrate at least one new type of educational technology into courses taught.
  Very Good: Integrate at least two new types of educational technology into courses taught and receive favorable student feedback per anonymous survey on at least one.
  Outstanding: Integrate at least two new types of educational technology into courses taught and receive favorable student feedback per anonymous survey on both.

WEIGHT: 0.10

GOAL: Improve teaching effectiveness.

METHOD: Evaluate course content of XXX course and implement changes to improve learning objectives.

OUTCOME:
  Satisfactory: Increase E-Value Score for course content by .02
  Very Good: Increase E-Value Score for course content by .04
  Outstanding: Increase E-Value Score for course content by .06

WEIGHT: 0.10
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                 Other Professional Development

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