

Affirmative Action Plan Evaluation of Faculty
Modified for Libraries Faculty-CHANGES IN WEIGHTS
Evaluation Year _____

Name: _____ Rank: _____ Library: _____

Rank the faculty member on each of the following criteria, according to national professional standards, using a scale of 0-10 (0=lowest, 5=average, 10= highest). Multiply the ratings by the rating factor for your particular department, and then add the results to get the overall rating figure.

	Rating	x	Weighting Factor	=	Weighted Score
<u>Job Performance (Typically 60%)</u>					
1. Primary Job Responsibilities	_____	x	_____	=	_____
2. Other (specify)	_____	x	_____	=	_____
<u>Professional Development (Typically 30%)</u>					
3. Publications	_____	x	_____	=	_____
4. Research, grant activity	_____	x	_____	=	_____
5. Participation in professional institutes, workshops, courses, conferences, etc.	_____	x	_____	=	_____
6. Presentations to professional organizations	_____	x	_____	=	_____
7. Other (specify)	_____	x	_____	=	_____
<u>University Service (Typically 10%)</u>					
8. Committee service	_____	x	_____	=	_____
9. Extracurricular participation (student organization advisors, etc.)	_____	x	_____	=	_____
10. University-related community service	_____	x	_____	=	_____
11. Other (specify)	_____	x	_____	=	_____
Total				=	<u>_____</u>

Rated by: _____ Position: _____ Date: _____
 Rated by: _____ Position: _____ Date: _____
 Rated by: _____ Position: _____ Date: _____

Faculty Member's Statement

This signifies that I have had the opportunity to see and discuss the evaluation, and I reserve the right to submit a written rebuttal of this evaluation to the Executive Director within ten working days of this date.

Faculty Member's Signature: _____ Date: _____

Faculty Member's Comments: _____