

Expected achievements of faculty at various evaluations

1. Pre-tenure contract Renewal evaluation

At the time of this evaluation, the faculty member should have made significant progress towards achieving excellence in teaching. It is also expected that the faculty member will have begun to implement a program of scholarly, professional and/or creative activities and service to the College. Although the faculty member will be evaluated in all three areas, primary importance will be given to the person's teaching. Persons who are not professionally competent or who fail to demonstrate continued significant progress towards teaching excellence, professional activity and service should not be reappointed. Faculty members who have not completed the work for the appropriate terminal degree generally will not be reappointed.

2. Tenure evaluation

In this evaluation the faculty member's teaching, professional, scholarly, and/or creative achievements, and service to the College will be assessed. For the granting of tenure, the faculty member must be an excellent teacher and demonstrate professional accomplishments and service to the College of high quality and consistent with the expectations by the College spelled out in the pre-tenure evaluations.

3. Evaluation of tenured Faculty

Tenured faculty members are expected to continue to develop as teachers, scholars, and colleagues throughout their stay at the College. For promotion to professor, the faculty member must continue to be an excellent teacher, and have demonstrated professional activity recognized outside the College. Service to the College should be of high quality and include leadership roles. The faculty member's progress should be consistent with the expectations by the College spelled out in earlier evaluations.