

FACULTY APPRAISALS

ARTICLE NUMBER: 418

LAST APPROVED: May 6, 2019

REFERENCE:

PURPOSE

Instruction is the core of the College's mission. Therefore, a regular faculty's first year is considered a trial period during which he/she can demonstrate his/her ability to meet the needs of our students and fulfill the duties and responsibilities as outlined in the job description. All faculty will be evaluated annually. The Vice President of Instruction and Student Services, or his/her designee, is responsible for determining whether performance is satisfactory, unsatisfactory or exemplary. If the faculty member does not agree with the performance appraisal, he/she may grieve the appraisal according to policy.

Any faculty who receives an unsatisfactory Performance Appraisal will be placed on a probationary period of at least one term but no more than one year. Before the probationary period begins, the faculty and the Vice President of Instruction and Student Services will develop a plan for improvement.

Contingent upon satisfactory performance appraisals, adjunct faculty will be offered employment agreements, with the approval of the Vice President of Instruction and Student Services, only as availability of funding and college need for courses allows.