



# KEAN

## WKU A-328 CAREER DEVELOPMENT PROGRAM FOR TENURED FACULTY MEMBERS

### Guidelines & Instructions

Periodic assessment of tenured faculty is required; the University provides for a career development program that features a five-year assessment cycle for senior members of the instructional staff.

The assessment shall be based on the individual's performance primarily during the five years preceding assessment. Self-assessment should amount to a comprehensive statement providing an overview of professional activities and should describe performance with respect to the following criteria:

1. Teaching effectiveness
2. Effectiveness of performance of other duties and responsibilities
3. Scholarly achievement
4. Contributions to the university and community

### WKU A-328 ASSESSMENT DEADLINES/PROCESS

The A-328 calendar is posted on the [Faculty Forms website](#) each year. Reference the calendar for all A-328 Assessment Deadlines. The steps for review are as follows:

1. Submission of materials by WKU candidate in *Interfolio*
2. Review by A-328 Assessment Committee
3. Review by WKU Campus Dean
4. Review by WKU Career Development Committee (if necessary)
5. WKU VCAA/President/WKU Board of Directors (if necessary)

# GUIDELINES FOR FORMING AN A-328 ASSESSMENT COMMITTEE

The Assessee and WKU Program Director/Campus Dean finalize members of the Assessment Committee as follows:

1. **Chairperson:** The Program Director of the candidate's department, if tenured. In the situation where the Program Director is not tenured, or is the candidate, the most senior tenured faculty member or next most senior tenured faculty member of the department will chair the Assessment Committee. If no eligible person exists in the WKU department, select the chairperson from the respective Kean USA department.
2. **Member (A):** A member of the tenured faculty who is competent to review the scholarship of the candidate and to evaluate the candidate's currency and depth of knowledge in their discipline and specialty. If no eligible person exists at WKU, select a tenured faculty member from Kean USA.
3. **Member (B):** A member of the tenured faculty who is knowledgeable about good teaching practices and experiences in instructional assessment. If no eligible person exists at WKU, select a tenured faculty member from Kean USA.

Eligibility:

- Tenured members of the faculty
- Full, Associate, and Assistant Professors
- Members may be selected from outside the candidate's department, although it is expected that they would be chosen from within.

## A-328 SUBMISSION INSTRUCTIONS

A-328 materials are submitted electronically via *Interfolio*. Faculty will receive an email from the system when a case packet has been opened on their behalf, triggering the start of the submission process.

*Note: Faculty can log-in to Interfolio at any time by following the steps below to view the A-328 case packet and any other existing case packet(s):*

- Go to [www.interfolio.com](http://www.interfolio.com)
- Select Log-In
- Select "Sign in with partner institution"
- In search box, type Kean University (NOT Wenzhou-Kean University) & sign in using Kean.edu credentials

A-328 Case Packets contain **two (2)** submission sections:

1. Faculty Activity Reporting Vitae
2. Candidate Documents

The A-328 Evaluation Vitae is a **five-year snapshot**. Information entered in the **Faculty Activity Reporting (FAR) Profile** and **Activity** sections will be generated into the A-328 Vitae, eliminating duplication efforts. Statements are uploaded to the **Candidate Documents** section (*Word or PDF documents only - no Google Documents*). The Candidate Documents section also allows the assessee to amplify or expand upon any information that was generated into the A-328 Faculty Activity Reporting Vitae.

The following are the **Profile** and **Activity** sections from FAR that are generated into the A-328 Vitae. Be sure to thoroughly fill out the sections to ensure the vita is complete:

- Contact Information
- Degrees
- Current Position
- Administrative Appointment
- Honors and Awards
- Grants
- Professional Licensures & Certifications
- Professional Membership
- Teaching – *student evaluations are uploaded in this section!*
- Advising Load
- Mentorship/Supervision
- Work Experience
- Consulting
- Scholarly Contributions and Creative Productions
- Non-Credit Instruction
- Other Institutional Service
- Institutional Committees
- External Services
- Professional Development

The following documents are uploaded to the **Candidate Documents** Section:

1. **Curriculum Vita:** A historical curriculum vitae may be uploaded (the A-328 Faculty Activity Reporting Vitae will only cover the five-year period of assessment)
2. **Self-Assessment of Teaching Effectiveness** (*1 required*): Self-assessment may address such areas as courses taught, new courses developed, new teaching methods, teaching strengths, the potential for increasing teaching effectiveness, etc.
3. **Self-Assessment of Effectiveness of Performance of Other Duties and Responsibilities** (*1 required*): Self-assessment may address such areas as student advisement, departmental activities, program development etc.
4. **Self-Assessment of Scholarly Achievement** (*1 required*): Self-assessment may address such areas as research, publications, performances, exhibitions, offices held in professional associations, etc.
5. **Self-Assessment of Contributions to University and Community** (*1 required*): Self-assessment may address contributions to the University and community not covered in the preceding three areas of self-assessment.
6. **Peer Assessment of Teaching Effectiveness** (*2 required*): Classroom observations by at least two (2) members of the Assessment Committee. Please include notes and other materials generated during classroom observations.
7. **Peer Assessment of Assigned Administrative Duties** (*if applicable*): If the assessee presently receives released time for the performance of duties other than disciplinary research, they should, in consultation with the Assessment Committee, select a person to evaluate that performance. The assessee must have an opportunity to discuss the evaluation with the evaluator and, if necessary, to respond to it in writing. Any written response should be included with the submitted materials.
8. **Student Evaluation of Teaching Effectiveness** (*required*): Student evaluations should be downloaded from Campus Labs and added to the “Teaching” section of the FAR under each course and a statement must be uploaded in this section confirming that this has been done.
9. **Provision of Additional Material** (*optional*): Optional statement by assessee and/or other relevant information which may be presented for consideration by the Assessment Committee.

**One Form** will need to be completed: (1) WKU A-328 Acknowledgement and Verification by Tenured Faculty Member

## PEER OBSERVATIONS

The assessee shall arrange to have at least **two (2)** members of the Assessment Committee observe their classes. Each observation should be made on a separate date, to ensure that at least two sessions are observed. The assessee has the opportunity to respond in writing to notes or any materials generated during observations and such written responses should accompany the submitted materials.

To satisfy the requirements of due process, the class meeting chosen for evaluation should be one in which teaching competence may be fully demonstrated and representative of typical instruction used in the course. Thus examination sessions, class presentations by students, individual private instruction and similar situations are excluded for faculty teaching standard courses.

Fairness to the candidate would suggest that the observer be present from the very beginning of the session so that important information and directions given to the students are not missed.

To be helpful to the candidate, the evaluation should be directed to the consideration of the following:

- The assessee's skill in providing clear explanations and in stimulating interest in the content of the course.
- The assessee's efforts in relating to students in ways that promote mutual respect.
- The assessee's ability to manage class time effectively.

## STUDENT EVALUATIONS

**Student evaluations for all courses taught during the review period should be uploaded to the Teaching Activity section under FAR.** The assessee shall be given the opportunity to discuss the student data with the Assessment Committee. If necessary, the assessee may respond in writing to the student data.

**Student evaluations must be uploaded by the assessee as Interfolio does not pull them in automatically.** Data on all courses taught is uploaded to the Teaching Activity section of FAR each semester based on records in Colleague (the Kean student information system) and is view-only. The enrollment data will be shown when you are the primary instructor or co-instructor. If you feel there are any errors in this section, they should be reported to [interfolio@kean.edu](mailto:interfolio@kean.edu).

Starting in Fall 2019, all course evaluations are conducted online. Kean utilizes Anthology (formerly Campus Labs) as the course evaluations provider. To access your Course Evaluations (*formerly called SIR II*) please visit the [Campus Labs](#) website. You may download and save the evaluations as a PDF prior to uploading them in the Course Attachment section of Teaching Activities for each course. The [Course Evaluations Resources](#) website includes information about accessing your evaluations and who to contact should you need help or support with the system.

## A-328 ASSESSMENT COMMITTEE FINAL REPORT

The Assessment Committee shall prepare a final report including recommendations as to whether or not the assessee is deficient. The report may also include recommendations for the resources needed for the career development and/or the correction of any deficiencies. A personal professional deficiency shall be deemed to exist if, and only if, the individual's performance, taken as a whole, does not meet reasonable standards of acceptable performance. The Assessment Committee shall forward the final report to the

appropriate WKU Campus Dean, with a copy to the assessee, who has the opportunity to respond in writing. Any response from the assessee should be uploaded with all A-328 materials.

Within five (5) calendar days after the issuance of the final report, the assessee may present a written request to the Assessment Committee to reconsider its recommendations. In the request, the individual shall state the specific reasons why they feel that the recommendation is inappropriate. If the Assessment Committee grants the individual's request for reconsideration, it will expedite the reconsideration process to allow for the overall completion of the assessment process in a timely fashion. The Assessment Committee will advise the WKU Campus Dean in writing if it grants an individual's request for reconsideration.

The final report shall include:

- a) A review of the individual's professional performance and role at the University primarily over the last five years.
- b) An identification of the individual's strengths.
- c) A specific and detailed identification of the individual's deficiencies, if any. If the individual is not found deficient, the report shall explicitly so state.
- d) In addition, the Assessment Committee may prepare a recommended plan of career development tailored to the individual's needs, utilizing the resources available at the University under the Career Development program. If the Assessment Committee intends to prepare such a recommendation, it shall consult with and so advise the assessee.

## INTERFOLIO GUIDE

For Instructions on using *Interfolio* to submit materials, please visit the [Faculty Forms website](#). Detailed guides with screenshots are available on this page, along with the calendar with deadlines for faculty submission and review steps.

For any questions or support in using *Interfolio* or for inquiries related to the review process and deadlines, contact [interfolio@kean.edu](mailto:interfolio@kean.edu).