

FACULTY ANNUAL REPORT GUIDELINES AND PROCEDURES
OHIO UNIVERSITY SCHOOL OF MUSIC

(revised April 2019)

- I. The final responsibility and authority for decisions concerning faculty evaluation rests with the director of the School of Music.
- II. The associate director, division chairs, and area coordinators are responsible for providing insightful, accurate, and unbiased information to the director to help facilitate a fair assessment of each faculty member.
- III. To be eligible for merit, each faculty member must submit his/her Faculty Annual Report (FAR) by the designated deadline date.
- IV. New faculty members are encouraged to seek assistance from a mentor appointed by the director.
- V. It should be recognized that:
 - a. Evaluation will contain certain elements of subjectivity.
 - b. Individual faculty are uniquely qualified to detail their academic and professional accomplishments.
 - c. Administrative judgment is necessary to provide consistency in the total evaluation process.
 - d. The expectation in areas of teaching, scholarship/creative activity, and service will vary according to the faculty member's rank and length of time in rank.
 - e. Teaching activities for Tenure Track and Fixed Term Contract Faculty should be 60-70 percent of a total workload, with the remaining 30-40 percent devoted to research/creative activity and service. Teaching activities for Instructional Faculty should be 80-90 percent of a total workload, with the remaining 10-20 percent devoted to service.
- VI. Safeguards for confidentiality of personal evaluation material will be maintained.
- VII. The process of evaluating faculty is as follows:
 - A. Each faculty member submits a brief, well-organized, documented accounting of his/her activities for the evaluation period. The Faculty Annual Report must follow the format given in the addendum at the end of this document and must be typed or computer-generated. The evaluation form is divided into categories: teaching, scholarship/creative activity (Tenure Track and Fixed Term Contract Faculty only), and service. A section is also provided for a statement of goals for the next evaluation period. In addition to serving as the basis for the review process outlined below, the Faculty Annual Report is also used by the Promotion/Tenure Committee in evaluating progress toward promotion and/or tenure.
 - B. The faculty reviewers for each faculty member will consist of his/her division chair and area coordinator. Major ensemble directors will be reviewed by the performance area coordinator and the appropriate division chairs. Division chairs will be reviewed by the area coordinator and associate director. Area coordinators will be reviewed by division chairs within the area, and the associate director will be reviewed by area coordinators. Faculty assigned to more than one area will be reviewed by the division chair and area coordinator of each area.
 - C. The faculty reviewers, serving as the faculty review committee, will meet with the director to provide peer input regarding the Faculty Annual Report.

D. Each area— teaching, scholarship/creativity (Tenure Track and Fixed Term Contract Faculty only), and service— will be evaluated separately. Instructional Faculty will be evaluated with points of 10 for teaching and 5 for service. Tenure Track and Fixed Term Contract Faculty will be evaluated with 5 points in each of the three categories. The review process culminates in an overall evaluation with a maximum 15 points possible.

- 5 This evaluation category signifies extraordinary achievement, far exceeding the usual, which brings national or notable regional distinction and honor to the faculty member. It reflects exceptional work that has been achieved as a result of sustained effort and ongoing dedication to the highest standards of excellence and quality, thereby enhancing the individual's professional reputation and visibility. In the service category it may be given to persons whose activity far exceeds the norm and has a major impact on the School of Music and/or the University.
- 4 This evaluation category signifies an overall contribution that exceeds the usual, particularly in effort expended and in quality of work done. All faculty should attempt to attain this level.
- 3 This evaluation category signifies that the individual is productive and handling all the responsibilities of his/her position in an efficient and appropriate manner. It is the level of work expected of every faculty member.
- 2 This category is below the expected level of achievement. It signifies concern in the evaluated area.
- 1 This evaluation category signifies a level of work that does not meet the standards expected and required of faculty in the School of Music. It signifies serious concern in the evaluated area.

E. The director reviews each Faculty Annual Report, considering all the information provided by the reviewers, and writes an evaluation letter for each member of the faculty. The director notifies each faculty member in writing of his/her evaluation. The process by which the "merit pool" raise is applied considering the faculty member's rating will be determined by the director. That information will be included in the evaluation letter, along with the lowest and highest faculty point ratings, plus the average rating of faculty members for that year.

F. The director then may meet with a faculty member upon his/her request to discuss the faculty member's annual report, peer reviews, the evaluation letter and yearly goals, both present and future.

G. Appeals of the evaluation will be reconsidered by the original reviewers and the director.

VIII. Evaluation of Teaching

A. Evaluation of teaching has two components:

1. Teaching and Related Activities
2. Student Evaluations

B. Evaluation of Teaching and Related Activities

Faculty activity in the area of teaching is reported on the Faculty Annual Report. Teaching activities may include but are not limited to any of the following:

1. Initiation or significant improvement of:

- a. teaching methods
- b. materials utilized (including texts, handouts, etc.)
- c. field observations/experiences/trips
- d. audiovisuals: films, video/audio tapes, records, slides, overhead transparencies, microfilms, etc.
- e. computer and other applications of technology

2. Other local or on-campus teaching activity

- a. arranging of invited guest artist lectures, demonstrations, performances
- b. administration of departmental, school oral or practicum exams
- c. supervision and instruction of graduate assistants or other assigned students
- d. summerteaching
- e. preparation of students for performance (specifically recitals, guest artist master classes, and competitions), senior project or theses

3. Professional Development

- a. attendance at workshops, conferences, master classes
- b. additional course work, degrees, certificates
- c. private study with master teacher
- d. observation/visitation of other programs
- e. self-studies resulting in significant course enhancement/development

4. Recognition of Teaching Excellence

- a. awards - School, College, University, professional organization
- b. current and alumni student success
- c. enrollment in classes - student demand for elective classes
- d. recognition of quality ensemble performances - reviews, significant invitations, recordings, concert attendance

5. Advising Students Enrolled in the School of Music

- a. type and number of students advised
- b. indicators of quality advising

6. Recognition of Teaching Load – refer to Load Policy and Load Worksheet

- a. contact hours
- b. number of students in sections
- c. nature of courses taught (i.e. paper grading, preparation time, contact hours per week, graduate/undergraduate, and other considerations relative to type of course)

C. Student Evaluation of Teaching

1. Faculty who have not yet received tenure or initial promotion need to have each eligible class evaluated each semester. After receiving tenure or initial promotion, it is the faculty member's responsibility to see that he/she is evaluated in all courses including applied lessons at least once per year. A faculty member may request evaluation for any class with an enrollment of three or more students.

2. It is expected that student ratings will vary, according to the teaching activity, and that the ratings will have to be interpreted in relation to each type of teaching activity (i.e. major courses, non-major courses, required courses, elective courses, number of students enrolled, applied ensemble, etc.).

IX. Evaluation of Scholarship/Creative Activity

Note: Instructional Faculty should list activities that are appropriate for Section IX in either teaching or service. Questions regarding the appropriate placement of these activities can be addressed by the Director and/or the P&T chair.

- A. Scholarship/Creative Activity places emphasis on those activities that are primarily by invitation or selection and serve to enhance the individual's professional stature, thereby reflecting positively upon the university. Generally, these activities are off-campus.
- B. Scholarship/Creative Activity may include off-campus:
 1. performances
 2. lectures
 3. papers presented
 4. published articles, books, and reviews
 5. compositions commissioned, written and/or performed
 6. editor of music or text
 7. grants awarded
 8. adjudicating
 9. commercial use of one's creative activity
 10. consulting
 11. active participation within professional or governmental organizations (i.e. offices held, conventions or workshops coordinated, etc.) at a national or international level.
 12. organization of professional events at a national or international level.
- C. Campus activities (defined as taking place on any Ohio University campus) which may be included under Scholarship/Creative Activity are:
 1. guest lecturer, panelist or clinician in meetings or activities of professional organizations
 2. commissions
 3. guest soloist with an ensemble
 4. participant with a guest performer
 5. adjudicating
- D. Other on-campus activities are appropriate for inclusion under service.
- E. It remains the responsibility of the faculty member to be involved in ongoing projects and to document each activity and describe its importance within their specific field of expertise.
- F. The primary evaluation of a large-scale project will take place upon its completion; however, progress on such projects will be evaluated annually.

X. Evaluation of Service

- A. Service is evaluated in terms of positive and effective contribution to the needs and goals of the School of Music and Ohio University.
- B. This includes involvement in recruiting activities.
- C. It also includes all tasks of an administrative nature, assigned jobs, committee work in the college, university, or school, general advising (i.e. University College), etc. Committees that are more time-intensive will receive greater credit.
- D. In addition, service includes papers, reports, demonstrations, recitals, concerts, and compositions presented on the Ohio University main (Athens) campus. (See IX.C for exceptions.)
- E. Development and approval of any of the following:
 - a. new permanent, interdisciplinary, or experimental courses
 - b. new or significant changes in curriculum for major/minor
 - c. new programs within the college
 - d. new joint degree (interdisciplinary) programs within the university or with other universities
- F. Service may also include contributions to the cultural enrichment of the community or region.
- G. Service includes active participation within professional or governmental organizations (i.e. offices held, conventions or workshops coordinated, etc.) or organization or professional events of a *local or regional* nature. It is the responsibility of the faculty member to present rationale as to whether his/her activity in this area is more appropriately included under service, or creative/scholarly activity. The Director and the Promotion and Tenure Committee will determine the relevance of the activity for the purpose of evaluation.

XI. First Year Faculty

Newly appointed faculty will be evaluated as follows:

- If under contract for only one semester, the faculty member will not be evaluated. He/she will be awarded the average merit raise. Accomplishments from the first semester should be reported on the following year's FAR.
- If granted credit towards tenure in the contract, the faculty member will be evaluated in the first year. The evaluation should be based upon the entire calendar year's activities, including activities and documentation from the previous institution.

XII. Professional Leaves

Faculty on leave will be evaluated as follows:

- If on leave for only one semester of the evaluation period, the faculty member will be evaluated for the calendar year with appropriate adjustments made.
- If on leave for two semesters of the evaluation period, the faculty member will not be evaluated. He/she will be awarded the average merit raise.

XIII. This document may be reviewed annually by the faculty.

XIV. Addendum: Format for the FAR document

Refer to School of Music Faculty Annual Report (FAR) Guidelines and Procedures document.

Document heading should include your name along with the following information:

Ohio University School of Music Faculty Annual Report
Calendar Year

List and Order of Headings

- 1. Teaching and Related Activities**
 - A. Attach completed Load Worksheet for each semester**
 - B. Teaching Activity**
List teaching and related activities (see FAR guidelines, VIII-B)
 - C. Student Evaluations**
Include all course evaluation results (see FAR guidelines, VIII-C)
- 2. Professional Achievement Activities** (see FAR guidelines, IX)
Please attached appropriate documentation (see FAR guidelines, IX-E)
- 3. Service Activities** (see FAR guidelines X)
- 4. Please list the goals you submitted on your most recent FAR and provide a brief summary of how they were achieved.**
- 5. State of Goals for the coming year** (see FAR guidelines, VII-A)