

Rubric - Chairs' Evaluation of Teaching

- 1 =** Unacceptable; a person at this level is not doing the job of teaching – not meeting classes regularly, not covering content, etc.
- 2 =** Meets classes most of the time but gives little or no meaningful feedback to students; student consistently express concerns regarding the poor quality of teaching; course content is not covered in classes.
- 3 =** Meets specific job criteria as described below:

Professionalism:

- Adheres to scheduled class meeting times.
- Is reasonably available for student conferences and counseling; maintains appropriate office hours.
- Submits grades, reports, etc. in a timely manner.
- Maintains appropriate professional demeanor in teaching situations.
- Maintains high ethical standards of honesty and objectivity.
- Adheres to university/college/departmental timelines, policies and procedures.
- Prepares for teaching regularly.
- Attempts to evaluate and improve teaching.
- Engages in professional development aimed at improving teaching effectiveness.
- Uses appropriate grading practices.

Content and Pedagogy:

- Uses appropriate material for class.
- Provides supporting educational material for class (e.g., handouts, electronic tutorials, etc.)
- Uses a variety of appropriate pedagogical resources.
- Adheres to syllabus.
- Provides syllabus with clearly defined and appropriate content.
- Uses technology effectively.
- Uses effective pedagogical innovations.
- Provides timely, appropriate feedback to students on assignments, tests, and on student progress in general beyond grades.
- Makes appropriate accommodations for individual students' academic needs.

- 4 =** Content covered thoroughly; students leave the course with the feeling of having had course content well-covered and well-presented; students have a sense of the professor caring about whether they have learned and retained the course content.
- 5 =** Innovative teaching strategies used; professor consistently gives solid, quality feedback to students so as to facilitate their learning of the course content.

For the chairs' evaluation of teaching, increments between integers given above are allowed.