

February 23, 2007

From: Committee on Faculty Evaluation and Assessment (Scott Pollard (co-chair), Stephanie Bardwell, Brian Bradie, Pete Carlson, Diane Catenzaro, Dorothy Doolittle (co-chair), Eric Duskin, Elaine Miller, Pam Pringle, Anton Siochi, Lori Underwood)

To: The Faculty Senate

Re: Comprehensive Faculty Evaluation System – Faculty Evaluation [Manual](#) (prototype)

For the past three years, The Committee on Faculty Evaluation and Assessment has worked slowly to produce a faculty evaluation and development system that would replace the current means by which faculty are evaluated at Christopher Newport University. This committee took its cue from the 2003 report from the Ad Hoc Committee on Evaluation, and it used the evaluative system proposed by Raoul Arreola in *Developing a Comprehensive Faculty Evaluation* (Anker, 2001) as model for this new evaluation system.

As promised in Fall 2006, attached is a prototype of a Faculty Evaluation [Manual](#) based on the system that the Committee has created. The manual is still a work-in-progress. There are a number of issues that need to be resolved. Here are five examples:

1. What part does the Provost's Office play in this system?
2. What part does the FRC play?
3. Why is Profession split between the Scholarship of Teaching and traditional scholarship?
4. Who, or what office, oversees the implementation of this system?
5. How is advising to be evaluated?

We do not yet know how the new provost we hire will react to this formula-driven system. Still, the faculty should originate any evaluation system. Thus, if the faculty presents a new evaluation system to the new provost, and if he were amenable to such an important faculty initiative, than we should have something ready. That system could be the beginning of a productive negotiation process.

We appreciate the Faculty Senate's continued interest in our work, and we look forward to working with you in the future

Attached: Faculty Evaluation [Manual](#) (prototype)

Faculty Evaluation [Matrices](#)