Annual Evaluation of Tenure Track and Tenured Faculty
Department of Chemistry

I. Teaching (45 - 55% of Total Evaluation – 1st Priority)
Demonstration of significant contributions as a teacher and a strong likelihood of continuing effectiveness in teaching

Examples of Professional Growth
a. Organizing and conducting relevant classroom techniques in teaching.

b. Organizing and conducting relevant laboratory experiences.

c. Showing enthusiasm for subject matter.

d. Utilizing evaluations to enhance abilities and improve course content, laboratory techniques, and presentation skills, thereby increasing teaching effectiveness.

e. Efforts made by the faculty in promoting the study of chemistry at UWG.

II. Professional Growth (30 – 40% of Total Evaluation – 2nd Priority)
Professional growth may be demonstrated by study, research, participation in professional organizations and recognition in one’s area of competence. Publishing journal articles, presentations, grants, formal professional study, submission of manuscripts, proposals, or any other mechanism which demonstrates achievement in one’s area of specialization.

Examples of Professional Growth
a. Establishing a viable research program suitable for a predominately teaching institution with limited resource allocation.

b. Teaching Chemistry and getting undergraduates involved in research.

c. Preparing and submitting proposals which may lead to funding to support research as well as the undergraduate program.

d. Sharing research results through articles in refereed journals, presentations at professional meetings, student presentations at professional meetings.

e. Active membership and participation in professional or honorary societies.

f. Attending workshops, seminars, short courses, and professional meetings.

g. Collaborative research with colleagues or industry.

h. Textbook publication: writing laboratory manuals and study guides.

III. Service to the Institution (10 – 25% of Total Evaluation – 3rd Priority)
Service shall include participation and contributions to college committees, recognized as an advisor to students and organizations, and any other activity that promotes UWG.

Examples of Service
a. Participating and contributing to committee activities within the University System.

b. Advisement of students.

c. Service to the community relating to science and education. Contributing professional expertise by consulting, judging, and science demonstrations. (May count as service or in some instances professional growth).
d. Advising student organizations.