Chemeketa Community College

Response to Ad Hoc Spring 2013 Peer Evaluation Report

June 11, 2013
Response to Concern #1 – Ad Hoc Peer Evaluation Report Spring 2013

Faculty Evaluation during Transition to New Evaluation Process

Chemeketa Community College

Background:

A Concern was noted in the Ad Hoc Peer-Evaluation Report compiled in Spring 2013 for the Northwest Commission on Colleges and Universities regarding Chemeketa Community College’s Response to the Year 3 Evaluation Report Recommendation. That Concern was as follows:

Except for the sentence quoted directly above, further information was not presented in the Self-Evaluation Report that details the status of faculty evaluation at the College under the current process while a new system is developed and implemented.

The above sentence referred to a statement in Chemeketa’s Response to Recommendation 1 Report, which follows:

During the final development and pilot phase, the college will maintain its current faculty evaluation process as the new FED is phased in.

Response to Concern:

During the development and pilot phase of the new faculty evaluation process, Chemeketa Community College will continue to operate its current faculty evaluation process, which consists of the following aspects:

- **Probationary full-time faculty** will continue to be evaluated yearly by the respective dean or director for the first three years
  - A variety of evaluation methods will be used, including observation, student evaluations, review of instructional materials, and self-evaluation
  - The evaluation process, time, and methods will be determined in a meeting with the respective supervisor during the first term
  - During the post evaluation meeting, results are reviewed and submitted to HR
  - At the end of three years, the employee has the choice of moving on to one of two evaluation methods
- **Regular status full-time faculty** (after probation) are evaluated every three years
- **Part-time faculty**
  - Steps 1-4 – student evaluations each term, syllabus review, class observation, and formal evaluation
  - Steps 5-8 – one formal evaluation every three years; student evaluations every term

All supervisors have been notified that the current process will remain in effect until the pilot phase of the new process is completed and full implementation of the revised process is in place.