



**West Chester University of Pennsylvania**  
**Department Chairperson**  
**Faculty Performance Review and Evaluation Form**

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**Faculty Member:** \_\_\_\_\_

**Department:** \_\_\_\_\_

**Semester(s) Reviewed:** \_\_\_\_\_

**Date of Review:** \_\_\_\_\_

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**Type of Evaluation (check where applicable):**

**Post tenure 5-year evaluation:** ☐

**Regular Part-Time:** ☐

**Probationary Year:** ☐ 1<sup>st</sup> ☐ 2<sup>nd</sup> ☐ 3<sup>rd</sup> ☐ 4<sup>th</sup>

**Promotion:** ☐ Year 1 ☐ Year 2

**Temporary:** ☐

**Interim:** ☐

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**EVALUATION:** On May 29, 2024 APSCUF and the State System agreed that all evaluators should "be mindful of the impact of bias based on personal attributes and other factors related to teaching performance." Furthermore, Article 12 B.1 (b). of the Collective Bargaining Agreement states that "with regard to student feedback, sensitivity to the effects of cultural and social bias is advised, as for all evaluations."

"The Chairperson's evaluation shall be based on his/her knowledge and personal observation of the FACULTY MEMBER'S performance, the results of the department evaluation committee's evaluation and recommendations and materials submitted by the FACULTY MEMBER." [Collective Bargaining Agreement, Article XII, C, 1, c, 2].

Each of the three specific evaluation areas to be covered should be handled in two ways: (1) Selecting one of the four categories describing the evaluatee's performance. Each of the categories is intended to serve a carefully defined function, discussed below. (2) Including a thorough narrative explanation justifying the selection. Mere selection of an objective description does not constitute evaluation and is unacceptable. Evidence must be cited in support of judgments. Use additional space as needed.

**Does Not Meet Professional Standards.** This description should be reserved for rare cases where an individual is mismatched with his job or is simply incompetent.

**Improvement Needed.** This comment should be used frequently and without hesitation. It means simply that there appear to be aspects of the evaluatee's performance which could be improved. It should only rarely, and then in obvious cases, be considered pejorative. For example, beginning faculty or experienced persons taking on new assignments, should frequently be expected to need improvement in their performance.

**Meets Professional Standards.** This designation will probably be used to describe a majority of the cases that are considered. It is specifically intended as a means of avoiding narrow "grading" of personnel. Qualitative differences should emerge from the narrative explanation section of the evaluation.

**Distinguished.** This description should almost never be used. It should be reserved as a means of recognizing unequivocally superior performance.



## 1. EFFECTIVE TEACHING AND FULFILLMENT OF PROFESSIONAL RESPONSIBILITIES:

☐ Does Not Meet Professional Standards      ☐ Improvement Needed

☐ Meets Professional Standards      ☐ Distinguished

**Explanation:** [Indicated, when applicable, by such items as student evaluations, peer evaluations, classroom visitations, quality of syllabi, quality of student advisement, willingness to accept departmental work assignments, timely execution of work assignments, etc., (See Collective Bargaining Agreement XII, B, 1)].

## 2. CONTINUING SCHOLARLY WORK

☐ Does Not Meet Professional Standards      ☐ Improvement Needed

☐ Meets Professional Standards      ☐ Distinguished

**Explanation:** [Indicated, when applicable, by such items as development of experimental programs, papers delivered at national and regional meetings of professional societies, regional and national awards, etc., (see Collective Bargaining Agreement XII, B, 2)].



**3. SERVICE: CONTRIBUTION TO THE UNIVERSITY AND/OR COMMUNITY**

☐ Does Not Meet Professional Standards      ☐ Improvement Needed

☐ Meets Professional Standards      ☐ Distinguished

**Explanation:** [Indicated, when applicable, by such items as quality of participation in programs, department, college, and university committees; APSCUF activity contributing to the governance of the university; development of new course(s) or program(s); etc. (see Collective Bargaining Agreement XII, B, 3)].

**4. OVERALL ASSESSMENT**

☐ Does Not Meet Professional Standards      ☐ Improvement Needed

☐ Meets Professional Standards      ☐ Distinguished

(Refer to preceding sections where specific strengths and weaknesses are detailed as a basis for the chairperson's recommendation to the appropriate dean or manager.)



Department Chair Name: \_\_\_\_\_

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

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**Faculty Member:** Please check one of the following:

☐ I accept this evaluation report.

☐ I disagree with this report. My signature merely indicates that I have read the report and have had the opportunity to attach a personal statement to it.

☐ I disagree with this report and will attach a personal statement within one week of the date of my signature

Date: \_\_\_\_\_ Faculty Member Signature: \_\_\_\_\_

Cc: Chairperson  
Faculty Member