Faculty Evaluation Process
by the
Department of Physics

The Department of Physics Evaluation Panel is charged with the task of annually evaluating each faculty member and with ranking the faculty in the department in order from the highest to the lowest ranked. The panel makes salary recommendations for yearly merit increases and decides on appropriate matching salaries when a faculty member obtains an outside offer. Finally the Panel assesses whether a faculty member is meeting departmental expectations in three categories; teaching, research, and service.

The Department of Physics Evaluation Panel consists of six faculty members. Each year five new members are selected with a single member of the Panel from the previous year carrying over to provide continuity.

The Process: The Evaluation Panel reviews each faculty member’s Faculty Report on Professional Activities (FRPA) from the previous two years. If faculty wish to provide additional information for review then they are welcome to do so. Each member of the Evaluation Panel will score the faculty on a scale of 0-10 in each category - teaching, research, and service. The goal is to achieve an overall average score for the department of 6.0 in each category. The panel members also evaluate each other with the Department of Physics Chair providing an evaluation of each panel member, so all faculty in the department obtain six scores.

The scores in each category are multiplied by the differential weighting fraction (normal is 0.4 teaching, 0.4 research, and 0.2 service) to obtain a cumulative score. The faculty are then rank ordered according to this score. The salary merit increases are assigned according to this score. The salary increases are awarded on a percentage basis in odd years and on a dollar amount in even years.

Teaching: The items considered for assessing the teaching score include courses taught and difficulty of the courses, FCQ scores, external teaching awards, thesis committees served on, teaching innovations, non-class related teaching (including graduate students and undergraduate research projects), teaching committee assessments, and introduction of active learning techniques and technology.

Research: The items considered for assessing the research score include internal and external research awards, number of published refereed journal articles, citations of articles, number of books, technical reports, conference proceedings, grant activity, works in progress, and the number of presentations.

Service: The items considered for assessing the service score include internal and external service awards, service to scholarly and professional organizations, service on departmental, college, campus, and university committees, reviews of manuscripts and grants, and educational and scientific outreach to the community.