Il. CRITERIA OF EVALUATION FOR FACULTY APPOINTMENT, PROMOTION, AND MERIT INCREASES

Four areas of activity are important in the evaluation of faculty for appointment, promotion, and merit increase:

1. teaching, including both formal classroom activities and informal influence on students' growth
2. research and other creative productivity
3. professional status and activity
4. University and public service

Since all appointments and promotions will be made on the basis of merit, a detailed statement on each of these areas will serve as a guide to review committees evaluating the accomplishments of a faculty member.

Teaching

The following sources of information may be used in conjunction with others in evaluating teaching ability: (1) class visitation, including evaluation of public lectures; (2) the judgments of superior students and graduates; and (3) the subsequent accomplishments of his major students.

Included in the final report should be sources of information used and evidence of the individual's teaching effectiveness at the lower division, upper division, and graduate levels.

Conscientious but routine teaching and advising are no argument for promotion, but distinguished teaching and work with students are. Furthermore, recognizing that learning goes on both inside and outside the classroom, it is necessary to evaluate the teacher's role and activities in both of these areas.