



COLLEGE of CENTRAL FLORIDA

POLICY MANUAL

Title: FACULTY PERFORMANCE REVIEW	Number: 4.11	Page: 1 of 2
See Procedures: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Legal Authority: Florida Statutes 1001.02, 1001.64, 1012.81 FAC 6A-14.041, 6A-14.0411	Board Adoption/Revision Approval Dates: 9/3/80, 10/19/88, 10/22/02, 1/25/05, 3/28/06	

The work of adjunct faculty shall be reviewed at least once per year. Adjunct faculty who have been an adjunct at the college for three or more years will receive bi-annual reviews.

The work of faculty on annual contract shall be reviewed annually.

The work of faculty currently holding a continuing contract shall be reviewed once every two years. However, student evaluations of faculty will be conducted and reviewed yearly with the appropriate supervisor.

Should a faculty member, Dean, Director or Instructional Manager find it necessary to conduct a performance review of a continuing contract faculty member other than during their scheduled performance review period, the Director, Dean or Provost will notify the Chief Academic Officer. The Chief Academic Officer will schedule the performance review during the review process. A continuing contract faculty member receiving an unsatisfactory review the prior year or who may have been on probation will receive a performance review the following year.

The performance review of faculty shall take into consideration the mission and objectives of the College, the role and responsibility of faculty, and the accreditation criteria of the State of Florida and the Southern Association of Colleges and Schools Commission on Colleges. The performance review includes:

- student classroom evaluation of faculty (if applicable);
- faculty self-review;
- peer review;
- professional development plans;
- supervisor review; and
- joint faculty/supervisor conference.

The performance review of a faculty member shall be considered confidential and is not open for public inspection.



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The President or the President's designee shall establish the procedures necessary to implement this policy.